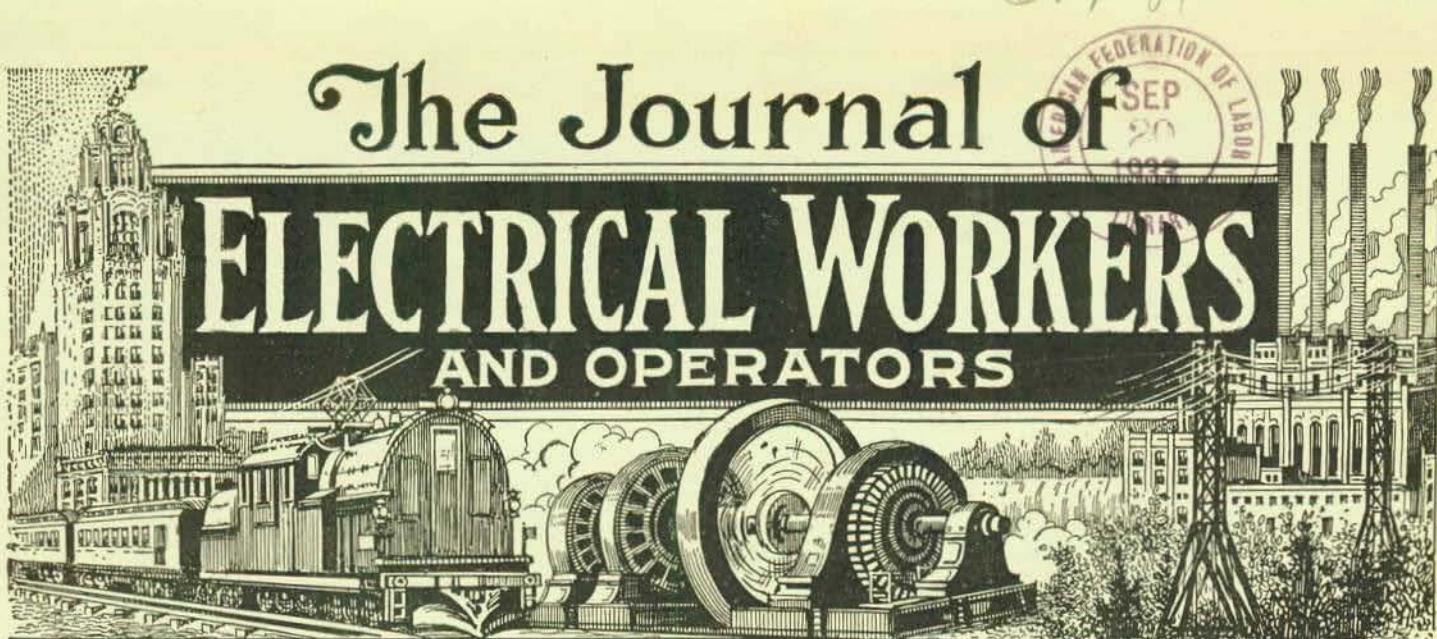


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FEDERAL FEDERATION OF LABOR SEP 20 1933

# The Journal of **ELECTRICAL WORKERS AND OPERATORS**

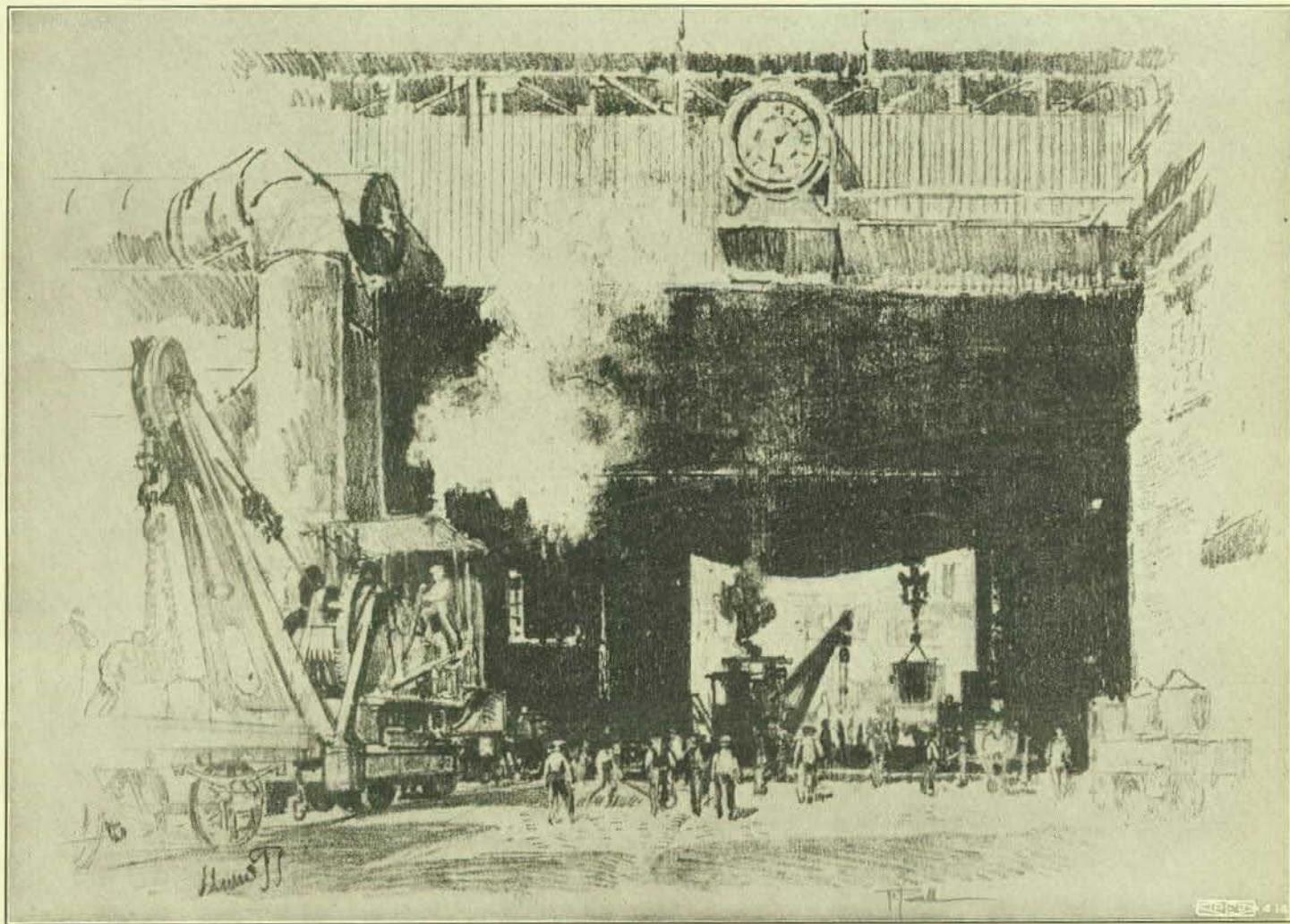


RECORDING • THE • ELECTRICAL • ERA

VOL. XXXII

WASHINGTON, D. C., SEPTEMBER, 1933

NO. 9



Courtesy of Lessing Rosenwald

## MACHINES ★ MEN ★ CODES



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**ELECTRICAL WORKERS AND OPERATORS**

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**Magazine Chat**

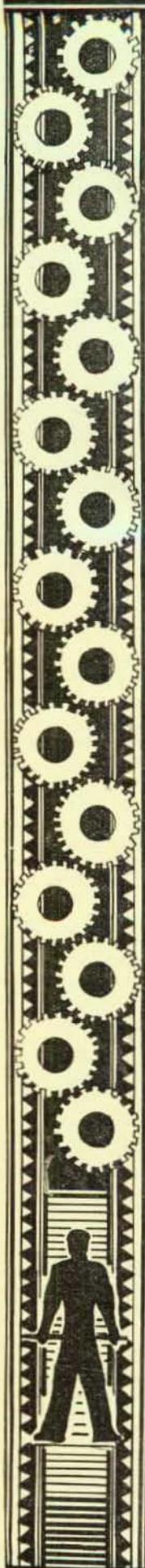
Here is a telegram from a local in the Tennessee Valley requesting the rushing of 50 copies of the August Journal to that center for organization work. Here is a letter from a prominent city official interested in better standards, requesting 10 copies of the August Journal that the bare neutral story might reach out into strategic directions.

The merry work goes on even as the mills of destiny grind out history more rapidly than pen and ink can report it. Things are moving so rapidly in Washington that there is little chance of depicting the complete picture. However, no one can be at the nation's capital these days without realizing that the center of interest and action has been transferred from New York and the provinces to the little city on the Potomac.

Our members, we find by increased correspondence, are not blind to the stream of tremendous events which are daily flowing past us. They are aware of the importance of the recovery program, but they are not being fooled by the antics of business men who pretend to keep the letter of the law and assiduously violate its spirit.

As long as our members keep awake and remain conscious of the true trend of affairs we don't have much fear for the fate of the union. Its unwritten destiny must lie in intelligence, courage and character. It is symbolized by the thoughtful articles and letters coming from our members everywhere.

Our cover picture this month is a lithograph drawing, "The Big Gate of the Big Shop," by the late Joseph Pennell, an artist famous for his drawings and etchings of industrial subjects. Permission to reproduce it is by courtesy of the owner, Lessing Rosenwald.



## WORKER TO THE MACHINE

By JOHN GRAY MULLEN



You are mighty, harsh, and shrill;  
You are thousands; nor do you sleep;  
You can sweep away a hill  
In one leap.

You're a mob.  
You can lift and tug and hoist,  
As your unfagged arms rejoice,  
In the job.

You are thousands all in one  
As you clang, and roar, and moan.  
You outdistance fleetest foot,  
But you can not find the root  
Of the simplest equation,  
Nor heed the tone  
Of the boss' command,  
Nor understand.

Oh artful mass of steam and wheels,  
Oh, machine, you modern god,  
Docile slave of greed and pay,  
Still there's power in craftsman's rod,  
In the brain which dreams and reels  
Under the spell of the blueprint's sway.

There is sweat of back and brain;  
There are muscles which tug and strain.  
There are men who think and feel  
As you reel,  
As you pulsate, beat, and drive  
Like a handsaw through a hive.

Still hands must shape each pile;  
Still must eyes true up each line;  
Yet must skill set tile on tile,  
And lift this pinnacle so neat, so fine.

There are human hands to mold;  
There are human arms to hold;  
There are human eyes that scan.  
Oh, machine, man still is man.



# THE JOURNAL OF ELECTRICAL WORKERS & OPERATORS

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Vol. XXXII

WASHINGTON, D. C., SEPTEMBER, 1933

No. 9

## Do Codes Blink Real Problem of Machines?

WHILE Mr. Hugh Johnson, recovery administrator, is speeding through the sky from city to city; while frantic statisticians, economists and code workers on the fourth floor of the U. S. Department of Commerce Building are tearing their hair in an effort to keep in touch with code developments; while labor officials have lengthened their office hours 33 per cent in an effort to meet the manifold problems incident to the drawing of codes—the heavy law of gravitation moves on apace, tightening the nemesis of machine production about the throats of American people.

It is well to draw a long breath now and then, and to look at the whole of industry as well as to examine the endless massing of industrial detail incident to the National Recovery Act and Administration. When this long breath is taken, it is well to remember that the major issue underlying American industry is the question of man displacement by machinery.

It is true, it seems ages ago that Howard Scott and his little band of valiants issued their now infamous report on technocracy. That report, be it remembered, sought to face frankly the problem of machine production and to measure the energy units available on the North American continent, the energy units now employed, and their comparative value to the amount of production needed to give every man, woman and child in America a decent standard of living. A barrage of newspaper publicity slew the dragon of technocracy after a fashion, but the problem remains the same: Is the machine displacing man power faster than new industries are absorbing men?

### Consider Problem Incidental

This burning question has received little or no attention as a whole by the recovery administrators at Washington. It is true that a number of codes have felt the impact of this problem at public hearings and a coldly drawn section or clause of this or that code now indicates that here passed a few men who considered mechanized production important. As a matter of fact it looked for a while as if the whole question of machinery in relationship to man power was to get an early airing at the very first public hearing, in the case of the Cotton Textile industry. Here the question of the stretch-out or specialization system of employment was considered

**Washington is calm before the major issue of mechanized industry. N.R.A. views man displacement as only an incident in the otherwise stormy routine of disciplining industry.**

of enough importance to call for a special investigation, and so the national administrator dispatched a group of experts to the south to study the stretch-out system. The full text of that report has never been given to the public, but an official summary of the findings admits "that the stretch-out system of employment, both as at present practiced and in its prospective development, presents a grave problem in industrial relations." But this question of specialization in its relationship to machine production is not considered as a problem in employment or unemployment.

Miss Frances Perkins, Secretary of Labor, made a brilliant speech at the hearing on the Iron and Steel industry code, but only indirectly touched on the question of machine displacement of men. She spoke of the fact that the hours proposed by the steel industry were too long in order that the steel workers now unemployed might be reabsorbed in the industry, and she spoke of the technical processes of the industry. She spoke, too, of overspeeding. These were only by-topics of her address.

The Wool Textile code has a clause which refers to "the limitation of the hours of operation of productive machinery with a view to the adjustment of output, of demand, and of the stabilization of employment."

### Auto Industry Ignores System

But here is the Automobile industry code, an industry which knows the surging importance of the continuous belt system and the value of standardization of parts and mass production, and yet not one word from beginning to the end of the Automobile code touches upon the importance of mechanized production.

The International Brotherhood of Electrical Workers alone in the electrical industry called attention to this problem, when that organization appeared at the hearing on the Electrical

Manufacturers' code. In part, the electrical workers struck at the bonus incentive, the Bedaux system and other by-products of mass production.

In the meantime the heavily weighted wheel of destiny in its relationship to American industry turns full circle. Invention does not lag. The patent business does not slump. Labor-saving devices do not cease to be contrived nor cease to be installed. Reports reach the office of the International Brotherhood of Electrical Workers to the effect that complete automatic theaters are being considered in certain cities. These are built upon the nickel-in-the-slot plan. A prospective patron advances to a robot with a quarter and inserts this quarter into the slot. The doors of the theatre open and he passes into a small, beautifully lighted auditorium where moving pictures appear on the screen thrown by means of a robot, and the program of course is continuous. Word, too, reaches the office of the International Brotherhood of Electrical Workers about the invention of a super-robot, dubbed a boss robot, who has the uncanny skill of directing other robots even as any human supervisor would work.

In England the British labor group is very much concerned with the whole problem of technical processes. We quote from a recent issue of the New Leader, a labor publication:

"Here, for instance, is a rayon factory in New York, designed to run without human labor save for one man at a switchboard.

"Interesting, but a trifle remote. What's rayon to me or I to rayon? Ah, here is wool. That strikes a homelier note. I know thee, Wool. Full many a sorrowful Sabbath, have I suffering spent by thee en vested and be-itch'd. Go to, thou mortifier of the flesh, thou staple scourge of saints.

"Anyhow, it appears that where formerly wool had to be carried from one plant to another for washing, fluffing, spinning, weaving, etc., and that each of these processes required a different set of workers, it is now possible by a straight line automatic process to introduce the raw wool at one end of a machine, which will wash it, extract the wax and lanolin, fluff it, spin it into yarns, dye it, weave it into cloth, cut it into lengths, roll it up into bolts, and wrap it up ready for shipment. And as like as not it throws in a blood-orange for the captain.

"I need not enumerate any of those many labor-saving inventions which it is well known, are residing up the sleeves of manufacturers. Combines may keep them at bay for a time, as they are still keeping off the market the new razor blade which will cost 30 cents and last a lifetime, and will replace the present ones which cost 4d. and last about a week.

"(And before I proceed, have a cigarette? These are now made at the rate of 3,000 per minute per man, where last year only 500 or 600 were made. So smoke up and give some poor fellow one seven-millionth part of a 40-hour week's job. Smoke for employment is my motto.)"

#### New Era Plant Described

The report of the Society of Industrial Engineers on the economic significance of technological progress, quoted in full in a recent number of *THE ELECTRICAL WORKERS JOURNAL*, demands in this connection a rereading. This report fathered by Walter N. Polakov, well-known engineer, describes the 1933 modern industrial plant in this language: "It may be characterized as a fusion of transmission, machine-tool, loading-unloading mechanism, control devices, quality-regulation and self-recording into one unit of production equipment. \* \* \* Machines as such have largely disappeared and the new type of power-actuated, multiple motorized, automatically controlled production unit is becoming characteristic of the modern power era." This report speaks of making managerial functions as nearly automatic as possible and operations practically continuous.

The fact that most of the basic codes select a basic hour schedule of 40 hours per week indicates that the real problem of machine efficiency and man displacement is not being faced at Washington. The hour schedule in every industry would have to be much lower if it were. In the case of the Electrical Manufacturers' code the hour schedule was fixed at 36 and 40. The electrical workers' research department contended that in order to reabsorb the men displaced in that industry the hour schedule would have to be less than 20 hours per week. The following statement by President Tracy indicates the point of view. This statement was made to the Recovery Administration:

"We have read with amazement, and not a little dismay, the code for the Electrical Manufacturing Industry now issued and published as properly approved by the National Recovery Administration. This code sets a maximum hour schedule of 36 hours a week for processing workers, and 40 hours a week for all others, with certain exceptions.

"You will recall that the brief filed by the International Brotherhood of Electrical Workers at the Public Hearing on the proposed Electrical Manufacturing Code, showed beyond doubt that the maximum hours for that industry had to be fixed at a point below 30 hours a week in order for the industry

to reabsorb workers unemployed since 1929. The arithmetical figure, you will recall, was so low that the union brief did not dare suggest the sound conclusion that the maximum hours could possibly be fixed at below 20 hours a week.

"Conferences of our research department with your own research department developed the fact that figures of your research department were not much at variance with the figures of our research department.

"In short, arithmetical fact indicates that the decision of the National Recovery Administration to submit to the original demand of NEMA for a 36-40-hour week is not in accord with sound public policy. We, therefore, emphatically protest this feature of the Electrical Manufacturing Code in particular; of course, without surrendering our right to protest other features of the Code at such time as may offer.

"And may we also on this occasion point out that a policy of setting maximum hours of labor in codes via what may be properly designated as the political route, when this policy is at variance with the research data and arithmetical fact, is dangerous and prejudicial to economic recovery; and defeating the purpose for the recovery legislation and contrary to the policy and purpose of President Roosevelt's Administration, it will not create employment or purchasing power."

To return to the question of codes and the question of blinkin this whole problem of mass production by the Recovery Administration, we think it is well to quote the summary of the findings of the committee on "stretch-out" in the Cotton Textile industry.

Your Committee is unanimous in finding:

1. That the stretch-out (or specialization) system of employment, both as at present practiced and in its prospective development, presents a grave problem in industrial relations. Your committee earnestly feels that a just solution of this problem is a prerequisite to sound and effective application of the Industrial Recovery Act and of the Code for Fair Competition for the Cotton Textile Industry and specifically of those provisions of the Act and of the Code cited above.

2. That the stretch-out (or specialization) system of employment is sound in principle, but that it has, in many cases, been abused by the employers through hasty and ill considered installations with resultant overload on the employees. In this opinion your Committee is sustained by the unanimous opinion both of employers and of employees who have given their testimony in public as well as in private hearings.

3. That it is not at present feasible to control the application of the stretch-out system, or to limit the human load attendant upon its application, by rigid formula; in this opinion your Committee is sustained not only by the consensus of management, but by its two consulting engineers, and by the Depart-

ment of Industrial Studies of the Yale Institute of Human Relations whose staff has devoted three years to the study of the stretch-out and related problems in the Cotton Textile Industry. Nevertheless your Committee is convinced that some solution of the problem affecting the human load resulting from the application of the stretch-out system can be found through progressive study and the development of such a plan of conference and consent by both employers and employees as is provided for in the following recommendations:

#### Recommendations

Your committee respectfully submits for inclusion in the Code of Fair Competition for the Cotton Textile Industry, the following recommendations:

1. The establishment for the entire Cotton Textile Industry under the Code of Fair Competition for the Cotton Textile Industry, of a National Industrial Relations Board to be composed of three members, one to be nominated by the Cotton Textile Institute to represent the employers, one to be nominated by the Labor Advisory Board of the National Recovery Administration to represent the employees and the third to be appointed by the Administrator. This National Board shall have power of final determination upon all questions brought before it on appeal by the State Industrial Relations Boards provided for in Recommendation 2 following and shall certify its decisions to the Administrator. It shall have authority to codify the experience of the factory committees and state boards hereinafter provided for with a view to establishing standards of fair practice. For the effective performance of these and related duties the National Board shall be provided with an adequate budget and authorized to employ secretarial and expert technical assistance as required.

2. The establishment of State Industrial Relations Boards composed of three members, one selected from the employers in the Cotton Textile Industry, one selected from employees in the Cotton Textile Industry, and a third selected to represent the public, all three to be appointed by the Administrator upon nomination by the National Industrial Relations Board. It shall be the duty of such State Industrial Relations Boards to cooperate with employers and employees in organizing industrial relations committees in individual cotton textile factories, to cooperate with such committees in the development of their conference procedures and in the adjustment of differences of opinion with respect to the operation or introduction of the stretch-out system, and related problems of industrial relations. In cases where the representatives of the employers and of the employees in the Industrial Relations Committee in individual factories are unable to arrive at an agreement on any controversy before them, they may appeal to the State Industrial Relations Board for advice and assistance in arriving at an agreement; and where in such cases of appeal, the

State Industrial Relations Board is unable to bring about agreement and united action of labor and management, such State Industrial Relations Board shall present the controversy to the National Industrial Relations Board for hearing and final adjustment.

3. In any cotton textile factory in which the stretch-out (or specialization) system of employment has been introduced, or in which it is proposed to introduce the stretch-out, it shall be the privilege of the employer, and of the employees, or both, to apply to the State Industrial Relations Board provided in Recommendation 2 above for the establishment in such factory of an Industrial Relations Committee in which the employer and the employees shall have equal representation and which shall have for its primary duty the adjustment within such factory of differences of opinion with respect to the stretch-out and related problems of industrial relations. In cases where such committee reaches agreement with respect to any controversy, such agreement shall be final except that it shall be certified to the National Industrial Relations Board for review and approval. In cases where the representatives of the employer and of the employee in such Industrial Relations Committee are unable to arrive at agreement and united action with respect to such differences of opinion, the representatives of the employer and of the employees, or both, may appeal to the State Industrial Relations Board for co-operation and assistance in arriving at agreement and united action. The creation of such Industrial Relations Committee within individual factories shall be without prejudice to the freedom of association guaranteed by Section 7 of the Industrial Recovery Act cited on the first page of this report.

4. In accordance with Article XV of the Code of Fair Competition for the Cotton Textile Industry as submitted by the Advisory Committee of the Cotton Textile Industry, and finally approved by the President July 16, 1933, as quoted above under Section 1, no employee of any factory in the Cotton Textile Industry shall be required to do any work in excess of the practices as to the class of work of such employee prevailing on July 1, 1933, until Recommendations 1, 2 and 3 above have been incorporated in the Code of Fair Competition for the Cotton Textile Industry and put into effect.

Your committee will in a subsequent report elaborate and authenticate its findings.

Respectfully submitted,  
(Signed) ROBERT W. BRUERE.  
B. E. DEER.

You may depend upon it that there are as good hearts to serve men in palaces as in cottages—Robert Owen.

It is only those who do not know how to work that do not love it. To those who do, it is better than play—it is religion.

J. H. Patterson.



Engineers gave this robot the look of a grim, ludicrous monster, possibly with no intent of symbolism. But there it stands with single, staring eye void of intelligence.

### White Collars Go to School

A new project of interest to all concerned with the labor movement and with workers' education, is the Summer Institute for Office Workers, which was held this summer on the campus of Oberlin College, Oberlin, Ohio. This institute brought together women office workers from different sections of the country for the purpose of studying the present economic situation, and the part which they, as workers, play in our industrial and social world. The program of the institute was developed around the topic, the Office Worker and the Present Economic Crisis. With the large and constantly increasing number of workers in clerical positions (1,986,830, or nearly 20 per cent of the women gainfully employed in the United States, according to the 1930 census), and with the growing mechanization of office jobs, accompanied by increasing unemployment and insecurity, it is especially important at this time for office workers to understand something of the forces that are controlling their working life and to recognize their relationship with industrial workers in facing the problems that all workers have in common. The inclusion of provisions for white collar workers in the codes submitted under the National Recovery Administration has likewise increased the office workers' consciousness of themselves as workers and their interest in the possibilities of unionization.

Study at the institute was carried on by means of reading and discussion, in groups small enough for all to take active part. Work in the field of economics was under the direction of Dr. Theresa Wolfson of the Department of Economics of Brooklyn College, a former member of the faculty of the Bryn Mawr Summer School for Women Workers in Industry and an experienced teacher of workers' classes. Work in social history and English was led by Miss Clara Kaiser, of the School of Applied Social Science of Western Reserve University, and several discussions in social ethics were conducted by Dr. Orlie Pell, formerly of the Department of Philosophy of Hollins College.

This program was supplemented by outside speakers from various national organizations. Mr. Spenser Miller, secretary of the Workers' Education Bureau, spoke on trade union organization; Mr. Huntley Du-

pre, representing the League for Independent Political Action, discussed the need of third party action; Miss Marie Wing, well-known Cleveland lawyer and member of the board of directors of the Consumers' League of Ohio, spoke on social legislation, especially in connection with the minimum wage; and Mr. William Truax, of the Ohio Unemployed League, told of the activities of his organization and the growing importance of associations of unemployed.

The 33 students, who included stenographers, typists, billers, secretaries and clerks, were recruited through nation-wide organizations concerned with the interests of office workers, such as the Bookkeepers', Stenographers and Accountants' Union, the Educational Secretaries' Union, the business girls' departments of the Young Women's Christian Association and Young Women's Hebrew Association, and the National Federation of Business and Professional Women's Clubs. The institute was sponsored by the Affiliated Schools for Workers, Inc., the organization which conducts the Bryn Mawr Summer School for Women Workers, the Wisconsin and Barnard Summer Schools for Workers and the Vineyard Shore Workers' School. The institute was under the direction of Miss Eleanor G. Coit, educational secretary of the Affiliated School for Workers.

The students came from 15 different cities in the following states: Michigan, Illinois, Indiana, Kentucky, Georgia, Virginia, Ohio, Pennsylvania, New Jersey and New York. They are planning to continue the work begun at the institute through organizing study groups, and through activities such as unionization, in their own cities during the winter. For the following summer, plans are being made to expand the project into a regular four weeks' Summer School for Office Workers, and in this way extend further the opportunity for workers' education among clerical workers.

### Neon Lamps as Model of How Thoughts Work

Three neon lamps, not unlike those now used for street signs, have been arranged by Dr. L. F. Richardson, of Paisley Technical College, in England, to form a working model of how one thought may crowd another out of the human brain. Everyone is familiar with the fact that this can happen. Any interesting thought may drive everything else out of the thinker's mind. The surest way to stop thinking about something unpleasant is to think actively about something else. His three neon lamps are so connected and adjusted electrically, Dr. Richardson states, that the lighting of any one of them promptly extinguishes either of the others that may have been burning, just as a new thought extinguishes older ones in the mind. It is not implied that thoughts in the brain are of precisely the same character as the relations of the three neon lamps to each other, yet thought is known to be electrical in nature and may consist of pulses of alternating current not unlike the currents that work the neon lamps. Study of such mechanical or electrical models resembling the actions of nerve cells in the brain or in other parts of the nervous system may yield valuable clues, Dr. Richardson believes, to the much more complicated actions of real nerves or brains. An electric model of the transmission of impulses over a nerve was constructed in the United States not long ago by Dr. Willis R. Whitney of the General Electric Company. It even is possible to build electrical models which imitate in some degree the phenomena of memory.

# Battle of Statisticians Over Man-loss

*By M. A. COSMEY, Research Assistant, International Brotherhood of Electrical Workers*

[Editor's Note: This is an important article. It analyzes the methods used by a young statistician, given the backing and prestige of a large statistical organization, designed to show that research data does not support labor's contention that the machine, and organized efficiency are creating a permanent pool of unemployed, totalling millions. There is no animus in this article. It is a careful break-down of method, and may appear, to some readers, as technical. It gains interest, however when it is seen against the background of the real problem—the problem of bread-and-butter for millions. The original article has been advertised as halting the trend of public opinion against the unregulated machine. Miss Cosmey shows that the widely publicized article is questionable in method.]

MUCH has been said about the lack of adequate information on the number of wage earners who are unemployed and the absence of any way of knowing how many are without work because of machine displacement of human hands, shrinkage of output through cyclical recessions or other reasons.

It is a topic over which there has been a great deal of controversy. To the man in the street one man's guess is as good as another's. But the publicists and free-lancers have worn their pencils down trying to convince each other and the public either that our present labor reserve is a temporary one, to pass as soon as industry revives, as else that it is a permanent and growing thing, a consequence of our ever increasing technological improvements—a reserve which will remain even after the return to normal conditions. Professors have lectured on the subject. Economists have written books about it. Statisticians have labored late and long over their calculating machines, seeking to arrive at mathematical methods of measuring the dominant causes of joblessness.

Few of these statistical studies have been carried to completion. But one such analysis, a method devised by Mr. David Weintraub, of the National Bureau of Economic Research, was published last December in the winter issue of the "Journal of the American Statistical Association." Mr. Weintraub has not only worked out indices showing the yearly percentage of change in unemployment between 1920 and 1931 for manufacturing, coal mining and class I railroad operations, but also figures representing the thousands of workers displaced in each of these fields because of increased efficiency and the thousands discharged or re-employed through the fluctuations in the volume of physical production. This method of allocating unemployment to two of its major sources has aroused considerable comment. It is highly lauded in an article by Leo Wolman in the February 22, 1933, issue of "The

**An important analysis of statistical methods which purport to show that technological unemployment should be discounted. The author regards such statistical exercises as metaphysical, and points to the need for a bona fide survey of machine displacement of workers.**

Nation." As we shall see, the figures and the conclusions based upon them must not be taken too seriously. Close scrutiny reveals the analysis to have no statistical validity. It is a meaningless thing, and the type of publication which has done so much in the past few years to discredit the statistician.

In deriving his index of factory employment Mr. Weintraub uses four basic sets of indices. Two of these, the index of factory payrolls and the index of volume of production, are compilations of the Federal Reserve Board. They are made, the analyst tells us, from monthly reports from manufacturing establishments whose payrolls represent 80 per cent of all factory wages in the United States and account for a large proportion of the value added to goods by the process of manufacturing. This statement involves a misconception. The indices are made from a sample of the industries which represent 80 per cent of our total factory payrolls.

The third and fourth indices, those indicating hourly earnings and full-time hours worked per week, both of which are published by the National Industrial Conference Board, are based on only 24 industries, representing but 9 per cent of the nation's factory wage earners. These last two sets of data cover a sample far too small to be truly representative of the entire country. Moreover, they are not comparable to the data contained in the payroll and production indices. Hourly wages of a small and a different group of people are here applied to the total wages and output of a large group. The combination of such basically non-homogeneous matter cannot be expected to present a picture which is typical of the whole.

One extremely suspicious-looking factor in this study is the way in which the analyst has converted his computations from an hourly to a "full time" weekly basis. He gives us no definition of the term full time, nor does he tell us how the index is obtained. Does he mean by full time the time an employee would normally work, or the time a factory would normally operate? Frequently these are vastly different things. Consider the case of the factory engaged in

continuous processing of goods. Or does he mean some definite number of hours per week, as 48 or 54? Furthermore, to try to apply such a "full time" index to coal production displays little short of ignorance of the mining industry. There are too many variable factors, such as weather, for instance, which vitally influence the operation of a mine. The operator of a coal mine, himself, nine times out of 10, would be unable to tell what would be the normal full operation of his own mine, let alone anyone trying to state what it would be for the industry.

While the full time equivalents of the hours actually worked per week between 1920 and 1931 show a drop of nearly 4 per cent—supposedly the student's reason for introducing full time equivalents—it is a significant fact that the decline did not occur gradually, as might have been expected, in accordance with steadily increasing output per man over the period. Noticeable drops in full time hours per week occurred only in the so-called depression years. Since the mathematical operations involving time data all happen, perhaps we might say conveniently happen, to be processes of division, it follows that the resulting figures (those representing both employment and the number of men needed in any given year to produce the same output as 100 men did in 1920) all appear to be higher for depression years than they would have been had the computation been carried out on an hourly rather than a weekly basis. Thus we find that, whereas in 1931 65.2 men could do the work performed by 100 men in 1920 according to the weekly method of figuring, only 62.7 men were needed to do this same amount of work if the computation is made upon the hourly basis. The change in the unit of time is a clever manipulation which serves to dress up employment figures for bad years.

When our protagonist of this method of determining the number of unemployed wage earners attempts to translate his derived index into actual figures, he runs into further trouble. For the base year of his analysis Mr. Weintraub chooses 1920. Unfortunately the census publishes factory employment data for only the odd-numbered years. It is therefore impossible to know what the actual employment figure for 1920 was. In 1919 it was 9,039,000 and in 1921 it was 6,944,000. Faced with this situation, the statistician finds it necessary to take some odd year in the period 1920 to 1931 as a starting point. Logic points to the selection of a year in which production was at its best. Mr. Weintraub picks the year 1929. In that year average factory employment, he says, was 8,808,000. This may have been a preliminary figure, or it may have been misquoted, or it may have come from some secondary source rather than from the census of manufac-

tures; a check up with the 1929 census of manufactures itself reveals that the average number of factory wage earners for that year was not 8,808,000 but, specifically, 8,838,743. This is only a minor difference, involving less than four-tenths of 1 per cent, but since the calculator uses the 1929 figure as a starting point, from which he computes the number of wage earners for all the remaining years, it naturally throws his entire series slightly off. The inaccuracy is mentioned only incidentally. It has nothing whatever to do with the soundness or weakness of the theory upon which the work is founded.

This foundation figure for 1929 Weintraub first converts into a "full-time equivalent" in order to eliminate the effect of any part-time and overtime work. According to the United States Bureau of Labor Statistics, factories operated, on the average, 98 per cent of full time in 1929. Weintraub hereupon assumes that it would have required 98 per cent of the factory force employed that year to perform the amount of work done, had they worked steadily and full time; or that 98 per cent of his figure 8,808,000 would be the full-time equivalent of factory employment for 1929.

This is a false assumption; for the employee is counted as employed, regardless of the length of time the factory operates. The Bureau of Labor Statistics publishes annually (or at least it did until 1931) the average percentage of normal full force employed as well as the average percentage of full time operated. Average full force employed, which amounted to 92 per cent in 1929, is the figure which in our opinion should have been applied to the number of wage earners, rather than the figure 98 per cent if full time equivalents are to be obtained. From the resultant figure Mr. Weintraub computes the number of factory employees in the base year 1920 and in all the remaining years of the period. It is therefore essential to the accuracy of the entire study that the 1929 figure be approximately correct.

It is Mr. Weintraub's claim that his computations indicate that it takes about one and one-half years for manufacturing industries to re-absorb wage earners who become displaced through technological improvements. Before reaching this conclusion, however, he casts aside all data for depression years—1921, 1924, 1927, 1930 and 1931—because they were "abnormal" years. In addition, the year 1920 is of little use in determining the effect of displacement and re-absorption, since it is the base year from which the study is made. Six years, therefore, out of a total of 11 are disregarded, and the conclusion that the re-absorption process takes but one and one-half years is founded upon only good and very good years.

The further claim that the average period of time between jobs for the displaced worker is only nine months, since technological unemployment normally works itself out in 18 months, again involves a questionable assumption, namely that the rate of rehiring of displaced

workers follows a normal curve of distribution. There is no evidence that such is necessarily the case. In fact it is common observation that the re-employing of factory hands after technological or any other kind of displacement is largely dependent upon an increasing demand for production or other independent factors, any one of which may occur at any time.

A glance at the index of the output per man hour shows the rapid rise in efficiency which has occurred since 1920. This change, other factors remaining constant, would entail a steadily increasing labor reserve, displaced from industry through technological improvement. Yet our collator declares that there is, in effect, no technological unemployment for the manufacturing industry. He writes:

"So far as the manufacturing industries are concerned the evidence based on the comparatively short period, 1920-1931, is not conclusive enough to warrant the statement that increased output per man-hour has resulted in a permanent displacement of workers."

Neither do we believe it conclusive enough to warrant the statement that rising efficiency has *not* resulted in a displacement of workers. Factory employ-

ment, according to his own figures, dropped steadily between 1920 and 1931 to the extent of some 35 per cent because of increased efficiency. There is, moreover, no immediate prospect that industry, left to itself, will soon abandon its habit of adopting more powerful machinery and labor eliminating methods wherever feasible. Altogether, it looks as if it will become an increasingly difficult thing for industry to absorb the swelling labor reserve displaced through new technology.

Even in the "good old days" of 1929, it will be remembered there was a great deal of talk about the terrible "blot" on our society, unemployment. There are no official data as to the exact amount of unemployment at that time, but conservative estimates seem to center around the figure 2,000,000. Mr. Weintraub's assumption that the great bulk of unemployment is due either to increased efficiency or to diminished volume of output leaves us no choice but that unemployment in 1929 must have been technological unemployment.

Even our wildest hopes cannot lead us to expect the return to anything approaching the boom conditions of 1929 when industry finally revives, as we be-

(Continued on page 390)

## BRITISH LEADER COMES TO AMERICA



J. D. ROWAN  
General Secretary, British Electric Trades Union, Fraternal Delegate American Federation of Labor Convention, Washington, D. C.

The pleasant custom, existent for years, of carrying on fraternal relations with the British Trade Union Congress brings J. D. Rowan, British labor leader, to the United States late this month. Mr. Rowan is General Secretary of the powerful British Electric Trades Union. He has held this position for more than a quarter of century. The British Electric Trades Union holds agreements in the power, manufacturing and construction fields. Mr. Rowan arrives in New York September 20 on the Olympia to remain in America until November. He contributed an article to the Electrical Workers Journal a year ago describing the make-up and achievements of his union.

# Unions Locked Into P. W. Organization

THEY are making history down in Washington. Every citizen is aware of that. But few realize the full significance of the agreement reached late in August as between the U. S. Government and building trades unions. The agreement covers public works, which in turn are expected to reach a total of \$3,800,000,000.

The agreement, culminating a big and sometimes stormy series of conferences, is regarded as representing the closest thing to a national labor policy ever set up by the U. S. Government.

Minimum wage rates on Federal Emergency Administration of Public Works construction were approved in a resolution passed by the Public Works Board.

The rates were under an agreement signed by representatives of the American Federation of Labor, arranged by the United States Department of Labor. Isador Lubin, chairman of the Labor Advisory Board, represented the Public Works Administration. Dr. Lubin is also Commissioner of Labor Statistics.

The nation was divided into three wage zones—southern, central and northern—under the resolution with minimum rates differing in the zones.

It was specified the rates were to be effective for federal public works fund construction for a period not to exceed 12 months.

The labor wage board, consisting of Henry W. Blumberg, carpenters' union; Charles L. Reed, electrical workers' union; John Coefield, plumbers' union; Thomas A. Lane, bricklayers' union and M. J. McDonough, signed the agreement. Mr. McDonough is chairman of the Building Trades Council of the American Federation of Labor.

The agreement in resolution form as adopted by the special board for public works is as follows:

**I.** Be it resolved, That, for the purpose of determining wage rates on all construction financed from funds appropriated by the Administrator of Public Works under the authority of the National Industrial Recovery Act, the United States shall be divided into three zones as follows:

#### SOUTHERN ZONE

South Carolina	Louisiana
Georgia	Arizona
Florida	Oklahoma
Arkansas	Texas
Alabama	New Mexico
Mississippi	

#### CENTRAL ZONE

Delaware	West Virginia
Maryland	Kentucky
Virginia	Missouri
Tennessee	Kansas
Colorado	Nevada
Utah	District of Columbia
California	
North Carolina	

**Public Works Administration fully co-operates with labor advisory group. Government recognizes unions as fundamental part of construction group. Hiring of skilled men through union offices. Basic union wage rates fair. Historic sessions revealed.**

#### NORTHERN ZONE

Maine	Wyoming
New Hampshire	Oregon
Vermont	South Dakota
Massachusetts	Idaho
Rhode Island	Pennsylvania
Connecticut	Ohio
New York	Michigan
New Jersey	Illinois
Indiana	Iowa
Wisconsin	North Dakota
Minnesota	Montana
Nebraska	Washington

"The hourly wage rates to be paid on construction projects in these zones shall not be less than the following:

#### SOUTHERN ZONE

Skilled labor	\$1.00
Unskilled labor	.40

#### CENTRAL ZONE

Skilled labor	\$1.10
Unskilled labor	.45

#### NORTHERN ZONE

Skilled labor	\$1.20
Unskilled labor	.50

**II.** Be it further resolved, That in the event that the prevailing hourly rate prescribed under collective agreements or understandings between organized labor and employers on April 30, 1933, shall be above the minimum set for any district within that zone; that agreed wage rate shall be the rate to be paid for employees on construction projects financed from funds appropriated by the Administrator of Public Works under the authority of the National Industrial Recovery Act.

**III.** Be it further resolved, That the rates specified in paragraphs I and II shall be effective during the life of any contract financed from funds appropriated by the Administrator of Public Works under the authority of the National Industrial Recovery Act, but for a period not to exceed 12 months.

**IV.** Be it further resolved, That the above designated minimum rates are not to be used in discriminating against assistants, helpers, apprentices and serving laborers who work with and serve skilled journeymen mechanics and who are not to be termed as "unskilled laborers".

**V.** Be it further resolved, That there

shall be created a Board of Labor Review which shall hear all issues arising under the operation of all contracts financed from funds appropriated by the Administrator of Public Works under the authority of the National Industrial Recovery Act and from such problems as may result from fundamental changes in economic conditions during the life of these contracts. The Board of Labor Review to be created shall consist of three members; one to represent labor; one to represent contractors, and a chairman who shall represent the Federal Emergency Administrator of Public Works. The members of this board shall be appointed by the President of the United States but no member shall be connected in any way with any organization of building workers or directly connected with, or have any interest in, contracting. The chairman shall not be in any way connected with the Federal Emergency Administration of Public Works. Decisions of the Board of Labor Review shall be binding upon all parties."

Secretary Ickes said:

"In determining these rates I have given heed to the mandate of Congress that wage rates shall be sufficient to provide a standard of living in decency and comfort.

"The wage rates determined for building construction should bring about a stabilized condition in the construction industry. Contractors bidding on public projects will know in advance what their labor cost will be.

"The rates to be paid should afford to workers engaged in construction an income which will make it possible for them to maintain a decent standard of living.

"The increased purchasing power which will be afforded to construction workers should make it possible for them to purchase their just share of the output of American industry and of American agriculture.

"It should equalize the standard of living between the various sections in the United States and should make it possible for workers in the rural agricultural areas to purchase the products of our farmers in quantities which they have been unable to purchase prior to this time."

Love of truth will bless the lover all his days; yet when he brings her home, his fair-faced bride, she comes empty-handed to his door, herself her only dower.—Theodore Parker.

Flower in the crannied wall,  
I pluck you out of the crannies,  
I hold you here, root and all, in my hand,  
Little flower—but if I could understand  
What you are, root and all, and all in all,  
I should know what God and man is.  
—Tennyson.

To believe in immortality is one thing, but it is first needful to believe in life.  
—Robert Louis Stevenson.



H. M. WAITE

*Deputy Administrator, Federal Emergency Administration of Public Works. He brought experience and technical knowledge to the conferences.*



HARRY SLATTERY

*Personal Assistant to Secretary of Interior. A sturdy progressive of long standing, noted for his work in Conservation, gave intelligent aid.*



HAROLD ICKES

*Secretary of the Interior. He has erected sturdy barriers against graft, and has with patience built a lasting structure of co-operation between workers and public works organization.*



CHARLES L. REED

*Assistant to President, International Brotherhood of Electrical Workers. He gave invaluable services to long series of conferences.*

DR. ISADOR LUBIN

*Commissioner of Labor Statistics. His statistical knowledge, coupled with social sense and gift for action made agreement with government and building trades possible.*

# Open Shoppers Conspire to Break Law

SHALL state militia be sent to offices of Associated Employers' Associations throughout the nation to preserve law and order? These associations—great and noble apostles of law and order—have been the first to demand that troops be sent into strike zones to keep the law against "lawless" unions. But these associations, which exist solely by and through agitation against organized labor, now seek to evade, side-step or break the mildly protective sections of the National Recovery Act. The campaign against organized labor is being conducted from Washington by agents of the National Manufacturers Association. These \$30,000-a-year men daily shadow the movements of General Hugh Johnson, administrator, and seek to wring from him interpretative remarks, which they seize upon as anti-union, and which are then fired broadcast to local organizations, to bolster up flagging activities.

The ELECTRICAL WORKERS' JOURNAL has received copies of secret instructions sent out by Indiana, Florida and California Associations, all illustrative of the workings of the master-minds in Washington.

The clandestine attack upon the National Recovery Act is proceeding along lines always adopted by this particular group of anti-unionists. While President Roosevelt is doing everything to get men back at work, with all speed, the Associated Industries of Florida counsel delay.

"Advises (by official resolution) to proceed slowly and cautiously in the adoption and submitting of codes."

This Florida group, which considers the National Recovery Act bitter bait, seeks to drum up vigorous opposition.

"Your attention is directed to the following telegram received from Washington on July 23rd.

"Associated Industries of Florida  
"Graham Building Jacksonville  
Florida

"Aggressive effort on part of organized labor to unionize industry throughout nation warrants attention of all opposed to this insidious propaganda stop you are requested to contact membership your organization urging them wire or write administration strongly protesting methods as dangerous and creative of serious disturbance employer and employee relationship stop appreciate copies of material this effort

"National Association"

"Members of the Associated Industries and Executives of the various Florida Trade Groups are requested to consider taking immediate action as suggested in the above telegram.

"We suggest a communication to President Roosevelt petitioning him to issue 'A Public Proclamation' appealing to all concerned to discontinue the use of the National Industrial Recovery Act as an instrument of disturbing existing relations between employers and employees.

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**Desperate attempts made by professional union-busters to outflank National Recovery Act. One league clearly counsels sabotage of law. All hide behind "weasel words." Bitter battles still to be fought out.**

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"It is entirely obvious that unless the efforts of organized labor to utilize the National Industrial Recovery Act as a means for unionizing American industry are promptly discontinued that widespread dislocation and disturbance may result which will largely, if not entirely, defeat the benefits that may be expected to result from the commercial features of the National Industrial Recovery Act.

"We are advised that several organizations have already appealed to the President to issue such a proclamation.

"Our members are requested to keep us informed of the activities of organized labor agents in their locality."

The secret bulletin of the Associated Employers of Indianapolis takes a similar line. This bulletin suggests the intimate regard these employers have for Administrator Johnson.

"Leaflets show that the labor unions are now engaged in the most intensive drive in American history, to organize the workers of the nation *contrary* to official interpretations of Administrator Hugh S. Johnson of the NRA, that it is not necessary for labor to unionize to 'bargain collectively' in securing benefits under the Recovery Act or the 'President's Re-Employment Agreement.'

"Specific assertion of maintenance of the '*open shop*' principle in employment relations, is contained in the code of the automotive industry, which was formulated while Administrator Johnson was in Detroit attending the conference of industry's leaders composing the National Automobile Chamber of Commerce, says an Associated Press dispatch from Washington in *The Indianapolis News* of July 31, which continues:

"In Cleveland, following his Detroit conference, Johnson commented on the open shop question as follows: 'As I understand it, an open shop is a place where any man who is competent and whose services are desired will be employed, regardless of whether or not he belongs to a union. That is exactly what the National Industrial Recovery Act says. The statute can not be qualified.'

"The law clearly states that there shall not be any requirement as to whether or not a man belongs to a union. Is anything clearer than that needed? It makes no difference what anybody puts into a code. They can not change the statute. If there be conflict between a code and a statute, the code will be received, but it will be considered as

though conflicting provisions were not contained in it."

"A similar United Press dispatch from Washington published in the Indianapolis Star of July 31, says also: 'What will and will not be approved by Administrator Johnson, is illustrated in the automobile code. He sanctioned a declaration in that code for the "open shop" by interpreting this term as meaning "a place where any man who is competent and whose services are desired will be employed, regardless of whether or not he belongs to a union". The law (NRA) does not require establishment of unions. It states only that there shall be no requirement that a man either belong or not belong to a union'."

Out in San Francisco, the content of the secret bulletin of the Industrial Association of San Francisco is the same, but the tone is more dignified.

"Obviously workers must be organized to obtain their rights under the Act." This statement, appearing in the official journal of one of the international unions having a nation-wide circulation, is a sample of the propaganda that is being continuously broadcast thruout the country in an attempt to coerce non-union labor to join the ranks of the A. F. of L. Continued issuance of such misstatements has made it necessary for General Hugh S. Johnson, National Administrator, to again publicly denounce them in the press, as follows:

"It has been repeatedly said by the Administration that it is not the function of the N. R. A. to organize either industry or labor. To obtain the benefits of this act it is not necessary for workers to join either company unions or any particular labor union."

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Two contrary laws stand today opposed: one a law of blood and death, which, inventing daily new means of combat, obliges the nations to be ever prepared for battle; the other a law of peace, of labor, of salvation, which strives to deliver man from the scourges which assail him. One looks only for violent conquest; the other for the relief of suffering humanity. The one would sacrifice hundreds of thousands of lives to the ambition of a single individual; the other places a single human life above all victories. The law of which we are the instruments essays even in the midst of carnage to heal the wounds caused by the law of war.—Louis Pasteur, at the opening of Pasteur Institute.

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Do not waste your time on Social Questions. What is the matter with the poor is poverty. What is the matter with the rich is uselessness.

—George Bernard Shaw.

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Let the farmer forevermore be honored in his calling; for they who labor in the earth are the chosen people of God.

—Thomas Jefferson.

## SABOTAGE

(FILE FOR REFERENCE)

**1933 FLORIDA LEGISLATIVE INFORMATION SERVICE  
OF THE  
"ASSOCIATED INDUSTRIES OF FLORIDA"**

E. T. LAY, EXECUTIVE SECRETARY &amp; DIRECTOR OF LEGISLATIVE SERVICE

**SPECIAL BULLETIN**JACKSONVILLE ADDRESS  
405 GRAHAM BUILDING PHONE 5-3288**National Industrial Recovery Act**

JUL 7 1933

BULLETIN NO. 4.

## EXECUTIVE SECRETARY ATTENDS NATIONAL RECOVERY ACT CONFERENCE

On June 19th. and 20th., your Secretary attended a National Industrial Recovery Conference in Chicago of the Executives of the State Manufacturers and Industrial Associations and of the National Trade Associations. Representatives of 25 State Associations and over 100 representatives of National Trade Groups were present.

## DIGEST OF FINDINGS OF CONFERENCE.

1. That Industry probably has swallowed a pretty bitter bait giving the Government and the American Federation of Labor Control over hours and wages of employment in return for possibly a mythical price fixing privilege.
2. Advised all Trade Groups (By Official Resolution) to proceed slowly and cautiously in the adoption and submitting of Codes.
3. Advises (By Official Resolution) that each Employer advise his employes that it is his intention to deal fairly with them in connection with such codes as are adopted for their employment under the Recovery Act and that he warns them that affiliation with any Labor Unions is entirely unnecessary, for them to receive all advantages provided by the Act.

## NATIONAL ADVISORY GROUPS FORMED.

The National Association of Manufacturers who sponsored the above Conference announced that Two Industrial National Advisory Groups would be called upon from time to time for consideration of National Policies in Industries dealing with the Federal Recovery Act.

These Groups were announced as follows:

GROUP NO. 1. The Executives of the 38 State Manufacturers & Industrial Associations.  
GROUP NO. 2. The Executives of all National Trade Associations.

## STATE ADVISORY COUNCILS ADVISED.

Each State Association was advised to form as quickly as possible a State Council of Representatives of all Trade Groups within the State. (Over)

# A Labor Secretary Who Goes Through



FRANCES PERKINS  
U. S. Secretary of Labor

Miss Frances Perkins, first woman Secretary of Labor, and first American woman to hold a cabinet position, does not receive the attention from novelty-hunting newsmen as she did in the early weeks of her administration. But this does not mean that she is not playing a worthy role in the Washington hurly-burly. She won the allegiance of labor everywhere by her courageous visit to the sheriff-controlled, gunman-dominated steel town of Pennsylvania to talk to the men who work in steel mills. But this was not as courageous a job as standing up before steel barons in Washington (at the code hearing) the next day, and in telling the assembled millionaires frankly

and fairly what was what. She did not mince words. She put her eloquent wit upon the basic faults of that non-union industry.

She has consistently stood for the principle of locking in building trades unions into the public works organization of the United States government—the beginning of a real national labor policy.

But perhaps the greatest display of personal courage came when she acknowledged a mistake in delaying the appointment of Edward F. McGrady as First Assistant Secretary of Labor, and in making reparation fully and completely late in August.

# Cuba's Warning to Tyrants Everywhere

THE Cubans are a mild and peace-loving people. They are also imbued with many of the ideals that once animated the United States—the earlier ideals of the republic, love for liberty, fair play, and law and order. Citizens of the United States, therefore, have been shocked at the show of violence in Havana and the venom and vigor of the attack made upon Machado and his lieutenants. Americans have shaken their heads at violent outbreaks. Generally speaking, the extremity of mob rule can be measured in ratio to the degree of repression and suppression exerted by government. The Cubans have been violent because of the violence of the Machado regime. In cases of statecraft action and reaction tend to equalize each other as they do in the laws of physics. The Machado regime has been toppling for three years.

In March, 1931, the ELECTRICAL WORKERS' JOURNAL published the following editorial:

"The relationship of the U. S. State Department and of American capitalists to the clandestine, bloody and uncivilized regime of Machado in Cuba appears to be unusually unwise and disreputable. The Cuban people as a whole have loved the United States for its share in the war for liberation. That love is souring into hate. Hate spreads. The U. S. State Department, American international bankers, American sugar and power magnates need not fool themselves. They are not getting away with their policy in Cuba. Sympathetic—even tacit—support of the Machado regime spreads as a dirty reputation among other nations. The effect is to spread fear, and where fear goes, there goes hatred. The pity is, it is all so useless. What is the need of supporting the Machado regime, with its negation of constitutional rights, its plotting, secret police, assassinations, grafting and bribery? If American economic imperialism means this, it is time for American people to call a halt."

American capital is concerned in Cuba. Hearst papers in the United States, under the names of Drew Pear-

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**Little island becomes laboratory for study of how and how not to conduct state-craft. American capital involved.**

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son and Robert S. Allen, have described the situation thus:

"Discretion and loyalty are the cardinal virtues of all diplomats, but over the third highball they will admit that the present chaos in Cuba to a very considerable extent dates back to three potent people.

"They are Calvin Coolidge, Frank B. Kellogg and Sidney Z. Mitchell, head of Electric Bond and Share. The latter was materially responsible for elevating Machado to office. The first two were materially responsible for keeping him there.

"It happened this way: Machado was hired by Electric Bond and Share to buy power companies all over Cuba. He was then only a member of Congress. He made money, was boosted by Mitchell, ran for the presidency. After election he pushed a bill through the Cuban Congress giving Electric Bond and Share favorable leases on the Havana electric light plant and street car system and remitting back taxes.

"Then in 1928, Coolidge and Kellogg went to Havana. They were received as conquering heroes. Cuba was the only foreign country visited by Mr. Coolidge. It was considered a great tribute to Machado. The people of Cuba considered him invincible.

"That visit insured Machado's reelection two years later.

"Since the Coolidge trip Cubans were led until recently to believe that the United States would intervene to support their dictator if they revolted."

The Electric Bond and Share Company referred to operates through the American and Foreign Power Company, Inc., the Havana Electric and Utilities Company, incorporated in 1925 in the state of Maine, and under the Havana Electric Utilities Company. It operates

the Compania Cubana de Electricidad.

Power company politics is familiar to citizens of the United States. It is just to ask the question, would the awful turnover in Cuba cause power politics to change in the United States?

## ELECTRIC MUEZZINS TO CALL FAITHFUL TO PRAYER

The ancient and conservative Mohammedan religion has accepted the benefit of modern radio science, so that the faithful now may be called earlier and louder for prayer without requiring a priest to climb a tall tower in the chilly dawn to do it personally. In Turkey, it is reported, experiments are under way with radio amplifiers and loud speakers to give the traditional call of the muezzin from the tops of the mosques at the hours specified for prayer or other religious services. The Turkish government, it is said, is anxious to economize in the upkeep of the mosques and the use of the electric muezzin saves enough time that the services and expense of at least one priest can be dispensed with. It is possible to connect the local amplifier and loud speaker of each mosque to a radio receiver and to broadcast the necessary calls from a central radio station, so that one good radio announcer acting as muezzin can serve the whole country at once, the only local necessity being that someone get up in time to turn on the receiver. Even this might be done by an automatic alarm clock, or an electric phonograph and amplifier may be started automatically in the same way. Another advantage of the electric call to prayer, the Turkish engineers urge, is that a battery of loud speakers in the tower of a mosque may be made many times more powerful than any human voice, so that one tower will serve a much wider countryside than is possible when a live muezzin instead of a vacuum-tube one broadcasts the call.

It is related by a peasant that he had persuaded himself that beyond his fields there were no others, and when he happened to lose a cow and was compelled to go in search of her, he was astonished at the great number of fields beyond his own few acres. This must also be the case of many theorists who have persuaded themselves that beyond this field or little globe of earth there lie no other worlds—simply because he has not seen them.—Spinoza.



ON THE PEACEFUL ROAD TO TURBULENT HAVANA

# As the Rank and File See N. R. A.

By HENRY HALPERT, L. U. 3, N. Y. C.

**1. What are the purposes of the N. R. A.?**

**Answer.** 1. Increase employment and purchasing power.

2. Uniform hours and uniform wages as a foundation.

3. Uniform cost accounting on production.

4. Cost of production as the minimum selling price. (Affording a substantial brake on overproduction.)

5. Publication by each manufacturer of his list prices and discounts.

6. Secret rebates and unfair advertising made "unfair" competition.

7. Retail price maintenance.

8. Labor standards improved.

9. National resources conserved.

**2. What was the necessity for N. R. A.?**

**Answer.** The necessity for the N. R. A. was great. The capitalist system was crumbling. The bankers were preaching that the cataclysm in Wall Street in November, 1929, was due to the fact that wages were too high. Wages had to come down. When President Hoover visualized the damages that would follow wage cuts, he called economic conferences of the leading industrialists of the country. The conferees promised not to cut wages while they were in Washington. As soon as the industrialists returned to their own bailiwicks, they immediately began to slash wages. They did not stop cutting until the N. R. A. was passed by Congress.

In the wake of wage cuts followed a train of events which, when once started, could not be stopped by ordinary methods. Let us see what happened. A, a manufacturer of shoes cut his wages 10 per cent. B, another manufacturer of shoes, was not to be outdone and he cut the wages of his employees 15 per cent. And this is how the debacle started. Prices of all commodities began to fall and nobody knew where they were at. Wage earners began to lose their jobs.

The banker was still preaching wage cuts and enforcing his demands by his refusal to grant or extend credit. The manufacturer was compelled to further cut his wages. It often happened that by the time an article had gone through the processes of manufacture, the market price had diminished to such an extent that the manufacturer had to take a loss instead of making a profit. Business failures increased to unprecedented numbers. Each additional failure increased the number of jobless and tightened the capital structure. Banks began to fail. This further aggravated the situation.

Meanwhile, the political party in power was trying to stem the tide by declarations that prosperity was "around the corner." Through these prophecies, banks, railroads, industrialists were passing through bankruptcy in increas-

Especially significant is the summary of what workers expect to get out of life; what they want; and how this lines up with Recovery Act.

ing numbers. Something had to be done.

The Reconstruction Finance Corporation was established. President Hoover believed that by loaning billions of dollars to large banks, railroads and industries, he would bring back prosperity. The experiment was a failure.

The deflationist argued that this depression, like all its predecessors, must run its natural course. Prices, wages, values will eventually reach their right level. The inflationists on the other hand pressed their cause by pointing to the fact that we will all be ruined if this process continues. They demanded a rising value market for their commodities.

And so, in the midst of this confusion, a Presidential election was held. A new President was elected. A different political party came into office. A New

Deal was to be gotten by the "Forgotten Man."

On Inauguration Day, March 4, 1933, the nation was beclouded by the insatiable monster, Fear. It had to be dispelled. The President in his inaugural address from the Capitol steps said, "The only thing to fear is fear itself, nameless, unreasoning, unjustified terror."

A national bank holiday had to be declared. Congress had to be called in extra session. Congress met on March 9, 1933. The emergency had to be met by action.

In the 100 days that the Congress was in session, revolutionary economic measures were passed. Their significance to us who are living through the changes will not be known for years.

Briefly outlined, the acts are:

1. The Agricultural Adjustment Act which has the Thomas amendment.

2. The Joint Resolution doing away with the gold clause in all private and public contracts.

3. The National Industrial Recovery Act which has the Public Works Act under it.

Now, why the N. R. A.? Unemployment had reached its peak in March,

(Continued on page 387)

## A FACE OF COURAGE



CORDELL HULL  
Secretary of State.

This is an idealized photograph of Hon. Cordell Hull drawn by R. O. Berg, Indianapolis. It is circulated by "International Notes" in appreciation of Mr. Hull's courageous services at the London World Economic Conference. We are publishing it both in appreciation of these services, and for its own portrayal of the courageous person. All of us need doses of courage in this hour. We need the symbols of the man unafraid, who goes forward honestly trying to do what is right, in behalf of the public good.

# Ask Members to Aid Radio Men

*By BILL KELLER, Press Secretary, Radio Div. L. U. No. 1*

LOTS of fly-by-night organizations are after the radio operators of the country since the start of the N. R. A. drive by the government and since Uncle Sam is favoring the union man. These so-called unions are knocking the I. B. E. W. and are in the field only for mercenary reasons—in plain words they are no good. Now are we going to stand by and let them cheat the radio men of the country? Speaking for the radio men who are organized I can truthfully say, No, and with emphasis, too.

Here is the reason for this appeal to every one of you and the reason for that printed form saying that the radio man who signs it appoints Brother McLean to represent him at the N. R. A. hearing that will take place very soon; in fact, too soon if we had anything to say about it. By that I mean there is very little time to get things moving and don't think that it does not take plenty of time to line up the operators of a great country like ours. In the meantime the various concerns are trying to get their operators and engineers to sign company agreements, etc. They know that when the men get the support of the I. B. E. W. these men will get a fair deal and most of all a living wage. Now let every one of us get busy and see to it that the radio operators in our territory are seen and talked to, but most of all let's get their signatures on the dotted line. Who is more fitted, may I ask, than one of our Brothers, who carries a card in our Brotherhood, to get to these men and show them that they will need the support and resources of our organization more than ever before, with all these organizations, that I have called fly-by-night outfits, in the field? And not only that, the I. B. E. W. has already made a grand start in organizing the radio men, even though they have had several years of trying times. Now let's not say, "Let John or

Jim do it"; let's get our own minds and mouths working immediately and have enough of these signed pledges in the hands of Brother McLean at once. Then the rest will be easy. Once these radio operators see that the I. B. E. W. will fight for them at all times it will just be a matter of a few months and the entire industry will be organized.

The radio division of Local Union No. 1, in St. Louis, has been in existence for some seven or eight years and has held together during all these trying times. The west coast has already made a fair start in having the radio men organized and working under the protection of the I. B. E. W. So on down the line and now each of you get this form out of this article and get it signed up by one or whatever number of men are in that radio station in your town. Then mail it direct to Brother McLean, care L. U. No. 3, I. B. E. W., 130 E. 25th St., New York City.

## Code Activities

A full report on August and September code activities—including the Brotherhood's appearance in the Construction and Electrical Contracting Codes will appear in October.

The following additional codes were part of the Brotherhood activities in August and September. These codes were protested either by personal appearance of union representatives, or by filing formal statement.

Wall Paper.  
Photographic.  
Legitimate Full Length Dramatic and Musical Theatrical.  
Corset and Brassiere.  
Cotton Garment.  
Knitting Machine.  
Lime.  
Dress.  
Underwear and Allied Products Mfg.

Hosiery.  
Salt.  
Hat Manufacturing.  
Robes and Allied Products.  
Optical.  
Leather.  
Oil Burner.  
Blouse Manufacturing.  
Gasoline Pump Manufacturing.  
Laundry and Dry Cleaning Machinery Manufacturing.  
Structural Clay Products.  
Retail establishments excepting food and grocery distributors.  
Building Supply trade.  
Automatic Sprinkler.  
Crushed Stone, Sand and Gravel and Slag.  
Throwing.  
Glass Container Manufacturing.  
Electric Storage and Wet Primary Battery.  
Transit.  
Upholstery and Drapery Textile.  
Motor Bus.  
Plumbing Fixtures.  
Advertising Specialty.  
Motion Picture Laboratory Industry.  
Boiler Manufacturers and Affiliated.  
Pottery.  
Copper and Brass Mill Products.  
Textile Bag.  
Toys and Playthings.  
Linoleum and Felt Base.  
Leather Glove.  
Fertilizer.  
Newsprint.  
Steel Casting.  
Cotton Gloves.

The wise man must remember that while he is a descendant of the past, he is a parent of the future; and that his thoughts are as children born to him, which he may not carelessly let die.—Herbert Spencer.

When thee builds a prison, thee had better build with the thought ever in thy mind that thee and thy children may occupy the cells.—Elizabeth Fry. (Report on Paris Prisons. Addressed to the King of France.)

God gives all things to industry.  
—Franklin.

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We, the undersigned operators at Radio Station....., hereby appoint T. R. McLean, I. B. E. W. Representative affiliated with AMERICAN FEDERATION OF LABOR to represent us at N. I. R. A. hearing.

(Signed) .....

(Home address) .....

# Watch Muscle Shoals for Dramatic Struggle

MORE than 50 cities and towns have applied to the Tennessee Valley Authority for power service. In view of the ruling that towns must own their own distributing system, it is apparent that a great reservoir of publicly owned plants is destined to grow up around the huge federal project. It is apparent that powerful private interests will not allow this competitive area to rise without a struggle.

The towns and cities are:

#### ALABAMA

Courtland	Moulton
Decatur	Sheffield
Florence	Tuscumbia
Hillsboro	Wheeler
Leighton	

#### GEORGIA

Augusta	Dalton
---------	--------

#### KENTUCKY

London	Paducah
--------	---------

#### MISSOURI

#### C. Girardeau

#### MISSISSIPPI

Aberdeen	Houston
Amory	Iuka
Belmont	Macon
Booneville	Nettleton
Coffeeville	Prairie
Columbus	Starkville
Corinth	Tupelo
Fulton	West Point

#### TENNESSEE

Beans Creek	Martin
Bells	Maxwell
Blanche	Milan
Bolivar	Newport
Dyer	Parsons
Flora	Pulaski
Flintville	Rutherford
Grand Junction	Selmer
Henderson	Toone
Huntland	Trenton
Jackson	Union City
Kenton	Whiteville
Lebanon	

The Tennessee Valley Authority will use the facilities of the United States Civil Service Commission in selecting its personnel on a merit basis closely comparable with the requirements prevailing in the Federal Civil Service, according to announcement made by Arthur E. Morgan, chairman of the board of the Authority. The board's request, directed to the Civil Service Commission, has been approved by the latter group.

According to the terms of the approved arrangements, the facilities of the Civil Service Commission will be used to administer examinations of all non-professional applicants for employment, including skilled, unskilled, and clerical groups.

Applicants of professional grade will not be required to take competitive ex-

aminations, but will be held to meet detailed requirements approximating at least the minimum standards prevailing in the various professional classifications of the Federal Civil Service, with such additional technical and character prerequisites as the Authority may decide.

Following the announcement of this plan, applicants will not be interviewed by the division of personnel and training at any of the Authority's offices in Washington, Knoxville, Chattanooga, or Muscle Shoals unless requested to appear by the Authority. Interviews will be limited to those of the professional groups who are considered within reach of appointment by virtue of their qualifications and the immediate needs of the Authority.

Interviews with non-professional applicants will not be granted until the examinations are administered and the results turned over to the Authority. It is hoped that first examinations for non-professional applicants will be held by the Authority through the facilities of the Civil Service Commission in the Tennessee Valley area September 15. It is planned to distribute sample examinations by mail and through the various Civil Service Commission offices in the Tennessee Valley area about September 1.

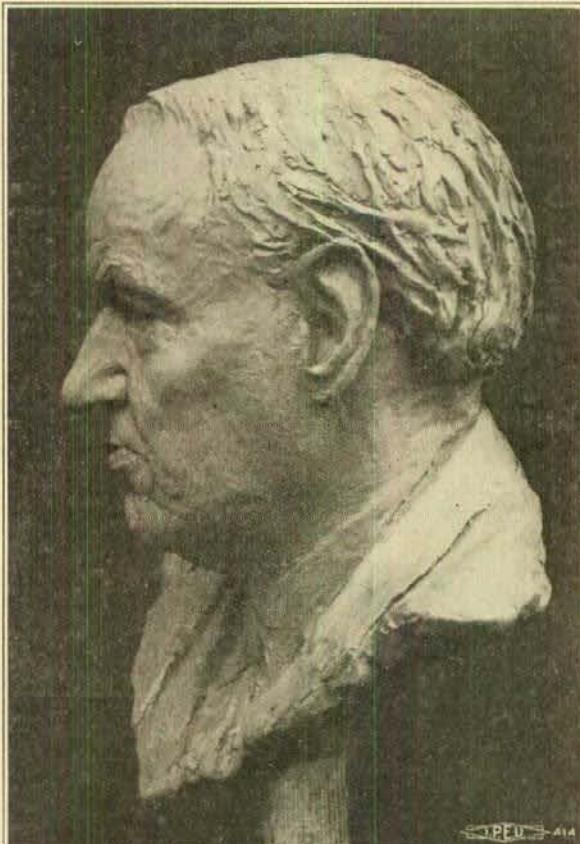
In keeping with this procedure the Authority announces that additional applications will not be received until further notice, possibly until after the first examinations have been held, the results recorded and the needs of the Authority more adequately determined.

#### The Power Policy of the Tennessee Valley Authority

Officially announced:

1. The business of generating and dis-  
(Continued on page 385)

#### NEW BUST OF GREAT LAWYER



CLARENCE DARROW

This bust of the great humanitarian was done by Kathleen Wheeler, Washington, D. C., a personal friend of the master. Darrow is 76 years old. His intellectual vigor is the same as when he defended Debs and other labor leaders, years ago.

# Company Union Hoax Laid Bare

*By Reverend Jacob Trapp and Industrial Commissioner William N. Knerr*

Public interest in company unions grows apace. Out in Utah two leading citizens converse over the radio on the importance of company unions to industry and to the nation. The entire West listens in. Though these conversations were given during the summer, so clear, so fundamental, so vital are the principles developed that the ELECTRICAL WORKERS' JOURNAL takes pleasure in making a permanent record of this work. Rev. Mr. Trapp is pastor of Unitarian Church. Mr. Knerr is Utah State Industrial Commissioner.

RADIO PROGRAM  
UTAH STATE FEDERATION OF  
LABOR RADIO STATION KSL,  
JUNE 12, 1933.

**SPEAKERS:** Reverend Jacob Trapp (Unitarian) and William M. Knerr, chairman, Utah State Industrial Commission.

**Mr. Trapp:** We have heard much discussion about company unions. Tell me, what is a company union?

**Mr. Knerr:** That is a fair question. The company union is really not a "union" at all, but rather a form of labor regulation or labor management adopted to serve the needs of the employer. For instance, in large industries it costs less to handle men in groups than in units of one. The company union is a form of "group handling." It is neither self-initiated nor self-perpetuating. The company creates it, carries it on, and discontinues it at will. Investigation discloses that the company alone can alter the fundamental constitution or by-laws of the average company union.

**Mr. Trapp:** How about collective bargaining? Do you deny that the company union hinders the employees in collective bargaining?

**Mr. Knerr:** I am glad you asked that question. It is important and misunderstood by a good many. Although the company union advocates speak of collective bargaining and of "dealing with our men as a group," there is no equality of bargaining power possible under such a plan. The bargaining of the company union type is not between strong and well-organized forces of both sides; the workers are practically at the same disadvantage as under complete individual bargaining. They have no power to strike. No treasury or reserve funds are permitted for any such purpose, or any purpose outside the sphere of so-called welfare benefits.

**Mr. Trapp:** Why should that in and of itself interfere with effective collective bargaining?

**Mr. Knerr:** You understand in company unions the workers are permitted no outside independent representatives of any kind; no technical men or expert organizers or negotiators. Under present day conditions real collective bargaining

Utah and the entire West "listen in" on high-powered, capable analysis of company unions. Fundamental principles developed.

can be carried on only by those who have knowledge of markets, the business cycle, buying and selling methods, and the conditions prevailing throughout the country in a given trade. The intricate and technical details of wages, hours, and costs of living must be studied by persons who can give their full time to the subject. All of these agents the management can and does have, such as statisticians, wage experts, labor managers, economists, lawyers and industrial relation functionaries, etc. Yet the worker in a company union is expected to come tired and weary from one job and take off an hour or two a month to represent his constituents in such difficult matters. Collective bargaining under such conditions is either a farce or an open fraud. In a court of law the worker has at least the technical right to be represented by competent counsel. In a company union outside counsel that cannot be discharged or discriminated against by the employer is denied, for this would violate the cardinal principle of the whole scheme, its complete dependence on the will of the corporation.

**Mr. Trapp:** Do you think the company union interferes or prevents the workers from organizing in real, and national and international labor organizations?

**Mr. Knerr:** Yes. A. F. of L. trade unions, as such, under the company union plan are barred from participa-

tion in their affairs. Company unions are used as substitutes for real, national trade unions. They are usually installed after trade unions and trade unionists have been expelled from the plant. In fact, the company union is usually nothing more than a weapon of conflict used to prevent the workers from organizing into real labor unions with national strength and national affiliations. The employers go further than that, investigation discloses that they prevent their company unionized workers from having connections with workers in other company unionized plants of the same company. They discourage the interchange of ideas concerning matters of any importance. There may be an occasional trip to inspect the safety apparatus, the ventilation or even the works council procedure in another plant. But the management usually discourages any further steps toward fraternizing between workers in their different factories. In fact, it usually plays off the workers in one department of a plant against the others and keeps them split up even in joint conferences. In the past, having organized the workers into company unions and so-called brotherhoods and work committees, corporations frequently used the agreements made between these dummy unions and the corporation as the basis for injunctions against any outside trade union that may try to organize the workers. Particularly is this true of company union firms where the yellow dog contract prevails. Such actions reflect clearly the real attitude of the companies toward the A. F. of L. trade unions. The company unions are usually confined to one shop or plant. Competition in the national market makes it impossible, the employers say, to give any higher wages than those paid other plants.

**Mr. Trapp:** Does the A. F. of L. trade union remedy this apparent weakness?

**Mr. Knerr:** Yes. Unlike the trade union, the company union — even granted it has an economic force, which it does not possess — could have no effect upon the wage scale for the industry as a whole. A trade union exists for the purpose of exerting pressure on all employers in a given industry or market. There are no individual shop solutions to the problem of wages and hours. The company union is thus, in effect, nothing more than a parasite, accepting the wages that have been struggled for in the wider field by A. F. of L. trade unions.

**Mr. Trapp:** How about employers' state and national organizations? Are company unions able to cope with these employer associations?

**Mr. Knerr:** While confining this selective bargaining, as it might be called, to one shop or plant, the corporate em-



EDWARD F. McGRADY  
New First Assistant Secretary of Labor.

(Continued on page 388)

# Hollywood Comes to Century of Progress

By C. D. MASON, L. U. No. 134

**A**CENTURY of Progress and O. W. Rosenthal have brought a new industry to Chicago. Hollywood at a Century of Progress is actually making talking pictures. They are showing to the public for the first time how sound pictures are made.

Ninety-nine per cent of the people who go to Hollywood, Calif., never see the inside of a motion picture studio. Cam-



O. W. Rosenthal, who built Hollywood, and Brought the Motion Picture Industry to Chicago. He is Chairman of the Organization.

eras are taboo, and those who are able to get inside never have the opportunity to take a picture to send home. Autographing by stars on the lots is unheard of. Most of the stars come and go incognito.

O. W. Rosenthal has brought to fair visitors something they have never been able to see before—the making of sound pictures. There must be absolute quiet. This was one of the most difficult obstacles to overcome. How were the noises of the audience to be kept out of the microphone and still permit persons to see and hear the making of the picture?

The first step was to make the stage and theatre sound-proof. The walls and ceiling were lined completely with rock-wool to cut the time of reverberation to three quarters of a second, thus absorbing all noises inside, and preventing noises from the outside from entering. The floor was floated upon sand, with no connection at any point with the walls or braces of the building.

The next step was to enclose the stage with plate glass to keep audience noises out, and at the same time allow them to see the action.

In order to do this a public address system was installed. It consists of two condenser microphones, a mixing panel, and a 30-watt power amplifier.

**Intimate, technical study of sound pictures made at Chicago to the delight of thousands. Unions involved.**

The two condenser microphones are connected through a 30-watt amplifier to two loud speakers located in the auditorium. The condenser microphones are the standard R. C. A. microphones with a three-stage audioamplifier built in the microphone case. The purpose of this amplifier is to amplify the sound which enters the microphone to about a zero level. Zero level is taken at six milliwatts (.008 watts).

The output of this amplifier is fed to a mixing panel so that the amplification of each microphone can be controlled individually. The output of the mixing panel is fed to the input of a four-stage audioamplifier, which raises the volume to approximately a 30-watt level as maximum.

The gain of this amplifier is about 90 decibels. A decibel is a measure of sound energy and is equal to the loss of a mile of Standard 19 gauge cable, or when taken as a measure of amplification, it is the amplification required to overcome the loss due to resistance, etc., in that amount of cable.

This public address system is also connected with the radio control room, which makes it possible for either station to control the volume of sound, and at the same time during broadcast by the N. B. C. or C. B. S. in place of using public address microphones, we take the sound energy from the radio control room as it is broadcasted over the air. This sound energy enters the public address system through a separate volume control on the mixing panel. Thus the audience is able to hear the broadcast as if they were hearing their radio at home. At the same time they are able to see and hear the inner workings of a broadcasting station.

Hollywood has two large broadcasting studios, seating 800 and 1,500. Each stage has a complete radio control room, and is occupied by N. B. C. and C. B. S., which give daily programs when pictures are not being made.

Hollywood's distinctive enchantment is its beautiful

group of sets, which were taken from different parts of the world—New Orleans, Old London, Algiers, Swiss Alps, and many others.

The Morris Sound Laboratories satisfy a universal craving by offering the public an opportunity to make their own voice records. Visitors are also offered a free screen test and a chance to test their voices on the microphone.

The jargon of the technicians on the lot is strange to the ear, but very practical. "Get one of the juicers to throw in a few fives and a couple of tens in case it gets cloudy." "All right! Get them lined up." "Swing in that sound boom." "Red light! Siren! Hold the hammers. Let's get a sound level! Action!"

It is really very slow and tedious work. Because of interference from the air, Mr. Sullivan and Mr. Jeske are sometimes busy all day getting one good shot. "Cut it! We'll wait until that plane is out. O. k. Red light!" This is one thing they are not bothered with on the Pacific Coast. When a motion picture company is working on location, they put up an anchored balloon with red and white stripes, which means only one thing—there is a sound company working below—and no aviator will fly over



George Jeske and Jack Sullivan, Co-directors of Sound Pictures at the Fair.

it. It would be well worth the consideration of the people of Chicago to bring an industry of this size to their city by assisting Hollywood at the fair in every possible way.

A picture is not shot in continuity. Sometimes they take the end or the middle first. Every scene has a number by which it is identified in the film cutting room where it is assembled. It takes from six weeks to six months to film a picture that is shown on the screen in less than two hours.

Now let's stroll over to the movie cartoon exhibit. This department demon-

celloid in ink. By doing this, we eliminate drawing the background on each action sketch, and can photograph a full action scene over one background instead of drawing the background on each action picture.

When the tracer completes her work, the celluloids go to the painter, who paints the characters on the back side of the celluloid on which they are traced. We do this for color contrast, and to keep from photographing the background through the characters.

As the painter completes a scene, it goes to the camera with a background,

time, depending upon the number of characters and type of action required for the scene.

Although a motion picture camera is used, we do what is known as "stop work", or photographing of "still" pictures. However, each picture is a step in the progression of action of the character, and when projected on the screen, produces the same effect as photographing human actors at their work.

Because the time element enters into the production, the action of the cartoon characters is photographed separately, and the sound also recorded separately.



One of the Sets Being Built For a Western Shot.

strates the mechanical production of the animated cartoon. Here you can learn how the popular movie comedies like Mickey Mouse are made.

People marvel at the antics of the amusing characters. Because of the sound or "talkie" part of this type of movie, which is chiefly music, the animated cartoon is understood by all people, regardless of education or nationality. Thus one of the favorite American-made cartoon movies has a world-wide release.

Before the animation or action of characters is started, a scenario is written by the scenario staff. This describes the scenes and action of the characters, and informs the animator of the estimated footage allotted to each action scene.

As music accompanies the action, or performance of the characters, their movements are governed in cycles, according to the tempo of the melody which is played during each scene. By cycles we mean the number of individual drawings required to complete each action.

Since sound has been recorded on the same film with the pictures, the speed with which the pictures are flashed, or projected on the screen has been stepped up to 24 per second. We use this as a guide in determining the number of drawings for each cycle. In two-four time, we draw our movements in cycles of 12, as there are two musical notes or beats to a measure, or one second of time. Thus a measure, or one second of time requires 12 individual pictures for each step of a character walking to march time. In singing or talking, the action, or movements of the character's mouth and lips are governed in the same manner.

After the animator finishes the pencil drawings, we trace the characters on

where the action pictures are photographed. The production of one cartoon movie requires from 125 to 200 people, working from 10 days to two weeks. They draw from 8,000 to 14,000 pictures. Yet the time for exhibiting it on the screen is about eight minutes.

At the camera, which is the standard motion picture type, the action is photographed. The background is placed under the hinged frame holding a glass panel, under which the pictures on celluloid are placed to be photographed. The action series is photographed over the background for the scene. As many as four celluloids are photographed at a

Then the picture negative and sound negative are both printed on the composite film, from which prints are made to be used in exhibiting the cartoon movie in the motion picture theatre.

Of all the stars on the lot, the veteran King Leo, Metro-Goldwyn-Mayer trademark, is the most celebrated of all. This lion has constantly appeared in pictures for 18 years, a record no other performer, human or animal, has ever equaled. His famous trainer, Volney Phifer, is right at hand to give us the interesting facts about his famous charge, so let's listen in.

(Continued on page 386)



Eddie Moore and a Group of Electricians Employed at Hollywood.



Showing the Fair Visitors How Talking Pictures Are Made.

# JOURNAL OF ELECTRICAL WORKERS

Official Publication International Brotherhood of Electrical Workers

Devoted  
to the  
Cause



of  
Organized  
Labor

Volume XXXII. Washington, D. C., September, 1933 No. 9

**Chiseling Prosperity Away**

Not long after the passage of the National Recovery Act, this magazine warned that the Bourbons of big business had not suffered a mysterious change over night. The complete unchangeability of business men and bankers is now painfully apparent in sundry vivid concrete cases. \* \* \* "Business Week" boasts that "the wise old steel industry" outfoxed the President, and the steel code is 99 and 44/100 per cent "as the industry drafted it." Yes, with a minimum wage (starvation) of 27 cents an hour. The President did back down because he feared a long-drawn-out court case, which would ruin recovery's chances. \* \* \* Steel's open defiance to the President's labor policy followed. \* \* \* Coal capitulated not because of the government's wish, but because of the swelling din of armed rebellion in the festering sores of the coal regions. \* \* \* The National Manufacturers' Association organizes a nation-wide movement against the recovery act. \* \* \* Westinghouse Lamp Company, a division of the Pittsburgh Corporation, springs a company union plan upon the employees over night. \* \* \* Bankers refuse to co-operate with government and withhold credit so that government must look for new sources for cash. \* \* \* Lip service in support of N. R. A. everywhere grows while behind the scenes conniving to defeat its aim, namely, increased purchasing power. \* \* \* Chiseling away at labor at every point, seeking to outflank, outmaneuver, pocket-up and destroy labor unions. \* \* \* Fiddling while Rome burns. \* \* \* The dear old League for Industrial Rights, Walter Gordon Merritt's organization, calls a meeting in New York to inform manufacturers that "labor unions are done", that, "the Recovery Administration favors company unions," and that "company unions are to grow, expand, while labor unions will stand still, and die." \* \* \* Fiddling while more than 11,000,000 men look up with hungry eyes, and ask for work. \* \* \* Fiddling, chiseling while children, women, babies die of hunger. Some one should shout as loudly as Gabriel's horn in the ears of these Bourbons, "Beware, remember Machado. Remember other Bourbons." \* \* \* No, it would be no use. They will not listen. They can not listen. Their ears are stuffed with profits, and their eyes blinded by greed. \* \* \* Only the awful force of circumstance can change them.

**The Figures** Now let's turn to the figures. Paul Mallon, Associated Press statistical reporter, is doing valuable work, in following the production and consumption curves of N. R. A. activities. He finds some sweeping results. He finds that industry jumped its production 20 per cent since May (dated August 26), while employment increased only 10 per cent, and payrolls only 8 per cent.

	Per cent
Production increase.....	20
Employment increase.....	10
Payroll increase.....	8

And he adds, with a good deal of fervor:

"It is very easy to see what has happened. Industry went on a cheap production spree. It held down on employment and wages. It wanted to beat the gun on inflation and the code. It produced at pre-inflation and pre-code costs, intending to sell at inflation and code prices."

Well, does anyone wish a more damning indictment of bourbon tactics, recovery sabotage, the profit system, and big business' hypocritical support of N. R. A. than that?

**Postscript 1.**—Note that this large production increase was possible with the small increase in employment only because of the tremendous productive capacity of machines. Nothing is being done to face this problem of machine displacement of men.

**Postscript 2.**—Note that the employment increase is larger than the payroll increase. Does this not mean that there has been reduction in wages?

**Bare Neutral Gets Wallop** The spearhead of the utility attack on engineering principles of standardization control—upon those which are still left in the National Safety Code—is the bare neutral. It is significant that other industries are beginning to grow interested in this battle. For example, the American Society of Sanitary Engineering (plumbers) has spoken out strongly against favoring the "interior water piping system to assume a duty it is not constructed for, to wit: to act through grounding as a part of the return electric circuit." This society has instructed its representative to the American Standards Association to "oppose any rule broadening the present electrical code in so far as electrical grounding or water supply distributing pipes are concerned."

Every thoughtful person in the electrical industry should be grateful for this action of the sanitary engineers, but it is deplorable that utility statesmanship is such, that it has brought the standards in the industry to such pass, that the industry must be saved from without.

**Teaching Labor, Force** In servile public prints, labor is supposed to be the feared, lawless element in the community. But labor has co-operated more than 100 per cent with N. R. A. Labor has reached deep in its emptying pockets to hire economists and statisticians in order to present briefs to support its stand before code deputies to insure success of President Roosevelt's plan. Labor has seen these briefs ignored day after day, their carefully compiled figures cast aside, and "political" policies substituted for arithmetic. Labor has seen all this, and wondered. What? Why?

Then labor has seen the stubborn, bloated, coal barons, backed by steel and bankers, back down on their 16th century labor policies, and consent to deal with the union. Why? Not because of arithmetic, economics, principles, briefs, reason, justice, fairness—but because of fear—and continued unrest in coal fields.

What do these two facts teach labor? To rely on reasoned action, on intelligent research, on open conference, or on compulsion.

**New Times—New Plans** It is not necessary to stress the fact that this organization, and organized labor, is facing a new set-up. The phrase, "new deal", has popularized the idea of state control of economic life and of industry. Those who look upon state control with suspicion, and therefore hope and believe that state control will relax, and disappear after two or three years, are likely to be out of luck. Economists appear to be pretty much agreed that government *must* act as a strong disciplinary force in all industrial countries. The age of catch-as-catch-can is passed.

It is to be the function of labor in the next two or three years to adapt itself to this new order. This will mean strengthening centralized departments at headquarters, and in developing new techniques in working with government departments and business.

It will mean relaxing some of labor's old suspicions of government, and in labor's coming into a new conception of government functions.

Fortunately the Electrical Workers Union had made most of the needed adjustment before N. R. A. became a world-famous symbol. The International Office was removed from Springfield, Ill., to Washington soon after the Great War, largely because the officials felt that the union needed to draw close to government. And be it said the present situation—doing battle with depression and unemployment—is not unlike the war situation. The union, too, several years ago established research and legislative departments, and have both of these in good working order. The union has been able to play the necessarily important role of trying to shape codes that it has had to play largely because it was prepared to do so.

This adjustment to the new set-up must come without relaxation but with intensification of all other union activities. Education must go on. Organization work must get a new orientation. Insurance and pension features must be guarded, and strengthened. There must be no let-downs all along the line. There must be improvement so that the

union may continue to play an unceasingly big part in the surging life of the entire electrical industry, the basic industry of modern industrial civilization.

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**A Productive Suggestion** A good editorial has been written by Press Correspondent Mark Costello, in this month's letter of Local Union No. 25, Long Island, N. Y. Costello says:

"With these objectives in mind it is essential that a type of public contact man or representative be developed who combines a fervor for the advancement of unionism with integrity, tact and the ability to inspire confidence in those he deals with."

"A labor college should be established endowed by the various national and international labor organizations and supported by all local unions. In this way carefully chosen men could be educated for this particular work. With these specially trained representatives to carry out labor's program and establish a new public attitude towards organized labor I believe we will find many obstacles leveled and the path to attainment made smooth."

This, of course, is not new, but it is timely, forcible, and sensible. Eventually it appears the union movement will have to reconsider this proposal.

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**Crux of the Matter** Codes are held up by only one cause—disagreement on labor policy.

1. When employers get together with unions before the code is drawn the code hearing is short.
2. When the employers are forced to get together with unions by the deputy administrator the hearing is short.
3. But when employers ignore, or refuse to recognize, unions and try to evade the clear provisions of the law in reference to collective bargaining, codes are delayed, and hearings are long.

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**Who Dudley Cates Is** Mr. Dudley Cates has resigned as deputy administrator of the Recovery Act. Mr.

Cates' departure has something in it of the spoiled boy, who, not being able to have his way, takes up his toys and goes home. He differed with Administrator Johnson, he said, on questions of interpretation, in particular, in interpretation of Section 7, the labor section of the Recovery Act. Mr. Cates thinks that section means company unions. And though Administrator Johnson and Donald Richberg helped write the recovery act, Mr. Cates apparently thinks he knows more about what the act means than the authors themselves.

Mr. Cates was the very wide and only open door through which reactionary industrialists walked with reactionary codes.

Mr. Cates thinks it is improper for "outside" labor leaders to aid their fellow workers in any given industry.

He does not think it improper for himself—a dealer in utility stock—to pass on utility codes.

Mr. Cates is a Chicago lawyer. He is also vice president of the Chicago Investors Corporation. The Chicago Investors Corporation owns stock of Electric Bond & Share, General Electric, American Superpower, Commonwealth & Southern, North America Light & Power, National Power and Light, United Power and Light and other utilities.



## SOWING SEEDS OF UNIONISM IN OUR HOMES

**E**VENTS are moving so rapidly these days that no monthly magazine can keep up with the latest developments. It takes the daily newspaper, the telegraph, and the radio to do that. We are getting acquainted with the N. R. A., getting an inkling of what it will do for us. And what we are finding out has resulted in a real boost for the unions, conclusive evidence that collective bargaining is the most important factor in any campaign to effect a better distribution of wealth, and a more orderly functioning of industry.

When codes are drawn up for industries which are unorganized or poorly organized they are drawn up and presented by the employers entirely and consequently do not even begin to include the wage and hour standards that impartial authorities agree are necessary to create the necessary re-employment of workers. Union leaders appear at the hearings, present briefs, argue the case, and usually succeed in getting the standards raised somewhat, but not nearly high enough. How different is the case in a strongly organized industry, where workers are represented when the code is being drawn up, and are able to write into it wages and hours that really amount to something, not only minimum wages but those for skilled operators as well.

### Organization on the Increase

It is wonderfully heartening the way workers are going into unions. With Administrator Johnson's ruling that the collective bargaining provisions are a part of the law and cannot be changed, employers dare not too openly oppose the organization of their employees into unions "of their own choosing." Those paragraphs open the way for unionism into the fortifications of the open shop and they sound the death knell of that crawling creature, the company union.

The law is not going to organize unions, but it cannot achieve its object, the restoration of employment and wages, without widespread and powerful union organization, and that fact is being more clearly recognized every day. Even if proper codes are written, the unions are necessary as a policing force, to see that employers live up to their agreement under the Blue Eagle.

The bars are down. The facts are clear. Any man who can add and subtract can be made to see the advantages of belonging to his craft or industrial union. They are joining now, by thousands. Even with the present slow conditions in our own trade, many are

joining the Brotherhood. And that brings us to our particular problem.

### Educate New Members

Every new member is an opportunity. We want to keep him. We want him to become a real union man, who will stick through thick and thin, not from blind loyalty alone, but intelligently, because he understands and recognizes the truth of union principles. Local members must help to educate the new Brothers. They come in filled with the fire of enthusiasm. If no fuel is given them to feed this fire, it will die out, and by and by the member becomes a "card man," in the union for his own advantage alone, or drops out entirely.

This JOURNAL is trying to do its part. Each month we bring you the important labor events, news that concerns you vitally and that you will not find in your daily paper. The member who reads his Journal is educating himself, and we see undoubted evidence of this in the Correspondence, which is as intelligently written as only men who are educated, in the real sense of the word, can write.

But besides selling the new member on the principles of unionism, we have got to see that it gets into his home and that his family is convinced, too. It is pretty hard for a man to keep his enthusiasm for something that his wife and children are indifferent to, or opposed to. Of course, if his joining results in some immediate benefits, especially in more wages, then the wife is convinced right away because anybody can understand the advantage of more money in the pay envelope. But if there is no immediate apparent benefit she may come to believe that the few dollars each month for dues would be better spent for something else. Unless the Brother explains it to his wife she does not know what his dues are for, and how much of it is a savings fund for himself and his family in the way of insurance protection and pension benefit.

### Sell Unionism to Wives

It is certainly not necessary to explain the principles of unionism and its advantages to our auxiliary members and our women readers of the JOURNAL. But what about the wife of the new member? What can we do to bring the gospel of unionism into her home? She no doubt reads the daily paper, the commercial magazines, and we know what a mass of misinformation in regard to labor these publications are. You can not expect the new member's wife instinctively to recognize the truth when

her sources of opinion are tainted by lies. She may have been brought up among people who looked with horror upon organized labor. Her associates and friends may be people similarly misinformed.

So few people are deliberately wrong! But it is surprising how many of them are misled into accepting opinions which they will often defend fanatically, when a calm examination of the facts would show them their mistake.

The women's auxiliary can assume a most important function in the union's business when it undertakes to go into the homes of new members and "sell unionism" to the wives. Do not underestimate the job. You must not do anything to antagonize your new associate. You must make her welcome to your group, show your interest in herself and her home, then tactfully and gradually explain to her the advantages of her husband's union membership.

On the membership committee you should have your most enthusiastic—and might we suggest—attractive members, for people of winning personality naturally make the best saleswomen. They will find many women whom they will be glad to meet again, not only as auxiliary members, but also as friends. Some of them will be receptive to new ideas, easy to interest; others will require more patience but with the right methods can be won and will become worthwhile members. Some will not care, at first, for the educational opportunities of the auxiliary, but will be eager for good times and this you certainly can offer them. Parties, picnics, and such informal social affairs are an important part of the auxiliary program and even the most serious people enjoy them when they get acquainted with the crowd.

### How to Keep New Members

When new members come into your group your officers or a special committee should make them welcome, introduce them to everyone, find out their interests or abilities so that they can be placed on the right committees, and give them every possible courteous and friendly attention. Remember, first impressions are very important, and you want each new member to come again. Make her feel that she is liked.

And now all you women folks in the cities where there is no auxiliary, don't you think this is the time to start one? We have had a long, tough struggle and it is by no means over, but we can see a hope of better times. We'll do our

(Continued on page 392)

## Women's Auxiliary

### WOMEN'S AUXILIARY L. U. NO. 83, LOS ANGELES, CALIF.

Editor:

The Women's Auxiliary of Local No. 83 is very grateful for the space allotted the auxiliaries in your wonderful JOURNAL.

The letters published from the various auxiliaries have helped to encourage us to continue our work during these discouraging times. However, we are looking forward to much better times and firmly believe that in the near future we shall all be happy and prosperous again. Our work is going steadily on, and although we do not meet at night anymore we still continue to meet twice a month at the members' homes.

At these meetings we sew or spend the time discussing ways and means of making money for the work that we wish to accomplish. At present we are making a beautiful bedspread. It is called the "powder puff" and when completed will contain over 3,000 tiny puffs of gay colored print. These puffs will be placed over light green sateen. When the spread is finished we will sell chances at ten cents or three for 25 cents. The money derived therefrom will go for food for the unemployed.

On June 9 we met at the lovely home of Mrs. H. Harner, 1557 84th Street, Los Angeles. Our gracious hostess served a very delicious luncheon. Afterwards we sewed until 4 o'clock and then departed.

On July 29 all the auxiliary members, their friends and families joined in a beach party, held at Santa Monica State Beach. A potluck luncheon was served in buffet style. The women broiled steaks and wienies over open fires and the men assisted in making an enormous pot of coffee and serving it. Everyone enjoyed a most wonderful evening and it was suggested that another beach party be planned in the near future.

Our next meeting will be held at the home of our president, Mrs. Louise Bennett.

Any one wishing to join our sewing circle call Mrs. Bennett, phone Parkway 4768, and she will be happy to tell you where our next meeting will be held.

The following poetry (if it can be called that) is dedicated to Local No. 83:

If you are a member, Brother, of  
Local No. 83,  
Why doesn't your wife belong to  
our women's auxiliary?  
Do you attend the meetings to  
help the work expand,  
Then leave your wife alone at  
home and expect her to  
understand?  
We have quite a program sched-  
uled and we're working with  
hand and heart,  
There's plenty for us all to do  
and each one has a part.

So, think this over, Brothers.  
We wait with outstretched hand

To welcome wives and mothers  
From the best local in the land!  
MRS. JEWEL MATHIS.

### WOMEN'S AUXILIARY L. U. NO. 349, MIAMI, FLA.

Editor:

I have read so many interesting articles in your JOURNAL on the Woman's Work, and have enjoyed reading them, so I have decided to write something of our auxiliary.

We are not so large in numbers, but are surely faithful. We are two years old and

have very interesting meetings once a month; on the third Tuesday of each month we have card and bunco parties, which are enjoyed by every one who attends.

Last summer when the government started giving flour away to the needy here, the auxiliary gave shortening and baking powder to the members who were out of work. It helped out a good many, as the depression hit some of the members hard.

We are looking forward to the Chapman field project down here, as it will put so many men to work, it will be an answer to prayers of the working man and his family.

(Continued on page 392)



Courtesy U. S. Bureau of Home Economics

## STUFFED FLANK STEAK WITH STUFFED TOMATOES

The first cool fall days naturally bring an appetite for hot meals again—"oven" dishes particularly. Here is a dandy dinner, all cooked in the oven at once, thus conserving fuel and the housewife's time.

Flank steak is an inexpensive cut of meat, usually lower priced than round steak. It is all lean meat, no bone or fat. But because it is one of the tougher cuts, it must be cooked slowly to make it tender. The flavor and texture, if properly cooked, will be just as fine as porterhouse.

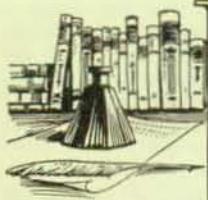
The Bureau of Home Economics, by whom this recipe is prepared, advises that you do not let the butcher score the meat as he usually would do, since if scored deeply the steak would not hold the stuffing. And roll up the steak from the side, not the end, so that the meat can be carved across the grain.

With the steak, baked stuffed tomatoes are an appetizing vegetable, both in color and flavor. Large mealy baked potatoes, crackling hot, and a juicy green apple pie—a dinner that the home folks will rave about. Here is the way to fix the steak:

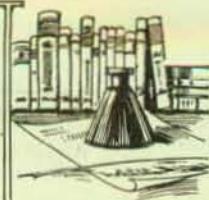
### STUFFED FLANK STEAK

Flank steak	$\frac{1}{8}$ teaspoon pepper
1½ cups stale bread crumbs	1 onion, minced
1 teaspoon salt	$\frac{1}{2}$ cup chopped celery 2 tablespoons fat

Wipe the meat with a damp cloth. For the stuffing, brown the celery and the onion lightly in the fat and combine with the other ingredients. Spread the stuffing over the steak, roll it up like a jelly roll, and tie securely in several places with a clean string. Sear in a small quantity of fat in a heavy skillet or baking pan on top of the stove, and turn the meat frequently till browned on all sides. Slip a rack under the meat in the pan, cover closely, and cook in a moderate oven (350° F.) for 1½ hours or till tender. When the meat is done, remove from the pan and prepare gravy as follows: Drain off the fat. For each cup of gravy desired, measure 2 tablespoons of fat and return to the pan, add 1½ to 2 tablespoons of flour, and stir until well blended and slightly browned. Then add 1 cup cold water or milk and stir until smooth. Season with salt and pepper.



# CORRESPONDENCE



## L. U. NO. 7, SPRINGFIELD, MASS.

Editor:

The 48th annual convention of the Massachusetts State Federation of Labor was held in Springfield, August 7 to 11, inclusive. On Sunday, August 6, the Workers' Educational Bureau of America held an educational conference in the Mahogany Room of the Municipal Auditorium, which was well attended. The subject matter was the N. I. R. A. and other matters in regard to the convention starting Monday.

On Monday there were over 250 delegates in attendance and the number increased during the day as the out-of-town members continued to arrive. The convention opened shortly after 10 o'clock with an invocation by Rev. John Mitchell, of St. Michaels Cathedral staff of this city. Brief addresses were made by President John G. Gatelee of the Central Labor Union here, Mayor Dwight Winter and James T. Moriarty, of Boston, president of the state organization, who was presiding.

President Moriarty, in his address, indicated the importance of the convention, urging the delegates to keep on the job and take full advantage of the organizing possibilities offered under the National Recovery Act.

The convention was honored to have Governor Joseph B. Ely and Commissioner Edwin A. Smith, of the State Department of Labor. Both executives spoke principally upon the National Industrial Recovery Act in its connection with labor and each voiced the opinion that it would fill a long-needed requirement. The governor stressed that he favored advanced and liberal labor laws and asserted that he felt that the N. R. A. will go far in bringing about higher labor standards throughout the nation.

Tuesday the convention was honored by the presence of Miss Frances Perkins, United States Secretary of Labor, who spoke in the Mahogany Room. Miss Perkins briefly described some of the things she hopes to accomplish through the Department of Labor, and in a question period that followed explained a number of issues confronting organized labor. She congratulated organized labor for its orderly system and for the patriotic manner in which it was coming on during the present series of problems. At the Labor Institute held here Sunday she also praised the splendid opportunity for education it provided. In a question period which followed, Miss Perkins was bombarded with requests for explanations of the N. I. R. A., and answered a large number until the session was adjourned so that she could board a train for Washington.

Wednesday's session opened with a talk by Edward F. McGrady, assistant to General Hugh S. Johnson, who addressed the 400 delegates. In a question and answer period which followed his address, Mr. McGrady told of the concern and embarrassment of the federal administration in having to discharge federal employees and cut their wages while asking at the same time that industry do just the opposite. I don't know how we are going to find a way out, but we will.

With nearly 400 delegates all throwing questions at him from the floor, Mr. McGrady surely answered them and not one

### READ

- Wage sense, by L. U. No. 77.**
- Unions and N. R. A., by L. U. No. 124.**
- Gains in membership, by L. U. 245.**
- Press secretary has his say, by L. U. No. 301.**
- Need for reorganization, by L. U. No. 723.**
- "Wait and See", by L. U. No. 409.**
- Sensible suggestion for renovising ideas, by L. U. 323.**
- The public and union: two concrete suggestions, by L. U. No. 25.**
- Encouragement from L. U. 595.**
- The old fighting spirit is evident in every line of these epistles.**

time did he try to pass the buck one way or another and he answered the questions in plain everyday words that every one of the delegates could understand. He surely is a credit to President Roosevelt and is always on the go.

The only other speaker on the morning program was Congressman Connery, of Lynn, chairman of the House Committee on Labor, who claimed credit for the N. R. A. Representative Connery emphasized the workers' right to strike, quoted from Pope Leo in the declaration that the right to strike for wages is a divine right from God.

After listening to the two speakers of the morning, the convention buckled down to an afternoon meeting devoted to business, including the acceptance of the additional resolutions. The convention adjourned for the day to attend a meeting at 7:30 p. m. at the German Beer Garden at the Turnverein.

Thursday's session was mostly taken up with the appeal from J. J. Falvey, an international organizer of the Hod Carriers and Building and Common Laborers Union of America, in regard to the Swift River Tunnel job, which labor has been having trouble with for the last six months. In no uncertain terms the delegates here made a demand upon authorities in Washington to investigate conditions at Swift River. It surely was terrible the work these men had to go through for starvation wages and paying for sleeping quarters in wooden shacks that were not fit for a dog.

Convention closed Friday and was given over entirely to the discussion of the National Recovery Act and its administration, and it ended when the delegates voted to adopt the officers report on the N. I. R. A. The report asserted that apparently organized labor's opportunity is safeguarded under the act.

The delegates called it the most important meeting in 25 years. Its material results included the adoption of a number of timely resolutions, re-election of practically all officers and a thorough discussion of paramount labor issues of the day.

Local No. 7 had the honor of having two Brothers on the committee—Brother Paul Carty, who is an American Federation or-

ganizer, and our business manager, Brother Caffery—and the other delegate from the Central Labor Union, who surely did a wonderful job in entertaining the committee, for they had something exciting for them every night they were here.

The Brothers surely were sorry to hear of President Broach resigning and hope his health improves and we all send our best wishes for success to our new president, Dan Tracy.

E. MULLARKEY.

## L. U. NO. 25, LONG ISLAND, N. Y.

Editor:

At no other time since the inception of labor organizations has general public sentiment been so in sympathy with the aims of organized labor. Public opinion at this time has come to the realization that the persistent campaign, by the American Federation of Labor, to obtain decent working conditions, fair wages and legislative protection of the employee has not been a selfish attempt to obtain these benefits for a favored few. It has been a battle to bring about a social readjustment in industrial relations which would benefit every wage earner.

Labor laws which have been sponsored by organized labor do not apply only to members of the A. F. of L. but are enjoyed by workers everywhere in the nation. Other conditions, embodied in agreements between the union worker and his employer, have reacted to the welfare of the unorganized worker by forcing his employer to grant somewhat similar conditions, although in a lesser degree.

Yet although the people of this country appreciate that the working population is entitled to a new deal, there still persists in the mind of the average person an antipathy to unions and union labor.

The union man is regarded as a person who has always been more fortunate than the other workers; he gets higher wages, his working conditions are better, his hours of daily toil are shorter and more definite. He is exacting to the least of his demands for fair conditions. This feeling against the union man is prompted by envy and those who hold it are too short-sighted to see that the remedy for any inequality between wage-earners is for all to organize and by collective bargaining raise their standard to a higher and more stable plane.

This prejudice must be dispelled and a new, truer viewpoint established in the public mind. Organized labor must develop for itself more favorable publicity. It is not enough to say that this is what we want and we are going to get it. Public opinion must be molded to our reasoning. All the facts and arguments for our case should be presented orally and editorially to the general public. It must be shown that conditions asked for are just ones that will ultimately benefit all working people.

With these objectives in mind it is essential that a type of public contact man or representative be developed who combines a fervor for the advancement of unionism with integrity, tact and the ability to inspire confidence in those he deals with.

A labor college should be established endowed by the various national and international labor organizations and supported by all local unions. In this way carefully chosen men could be educated for this particular work. With these specially trained representatives to carry out labor's program and establish a new public attitude towards organized labor I believe we will find many obstacles levelled and the path to attainment made smooth.

MARK COSTELL.

#### L. U. NO. 26, WASHINGTON, D. C.

**Editor:**

The annual election of officers in Government Branch, L. U. No. 26, was held during June. We had a very good turn-out of members on election night. After the eligibility of members present to vote was threshed out, we got down to business; and the results were, genial Brother Jack Sullender took over the office of president, and Brother Joe Italiano was unopposed for the vice presidency, and has taken over the duties of that office.

We have lost two Brothers of long standing in the affairs of our L. U. Brother Bill Penske, who has severed his connection to go with an outside contractor, and Tom Crann, former press correspondent, who is paying the penalty for getting married. The undersigned has taken over Tom Crann's duties as press correspondent and hopes that he will be able in some small degree to measure up to Tom in this office.

Well, the N. R. A. is shaping up with its codes and rules and regulations for everyone but the government employee—to him it is still no relief apparent with prices of all necessities of life rising all around us. We hope that President Roosevelt will soon have time to look into our case, and we feel confident that with all the facts before him he will soon come to a decision which will be beneficial to us.

JIM MYLOTT.

#### L. U. NO. 28, BALTIMORE, MD.

**Editor:**

We were very conspicuous by our absence from these columns last month, which makes it all the more essential that our letter fill the necessary space at this time.

We were not a little surprised to learn of the resignation of Brother Broach from office. His explanation of the reasons and knowledge of the pace he set for himself, which he religiously followed, was sufficient to cause a superman to break down. He therefore follows the only course open and withdraws before it is too late.

We have often heard of the terrific strains undergone by the various leaders of labor, but we never thought it possible until we had it brought home to us in the case of the late Brother Wilson.

At present everyone appears to be steeped in this N. R. A. program and wondering how the code governing his particular line is going to affect him. From what we see around us, it evidently is proving beneficial in numerous instances and yet, in many others it seems to operate diametrically opposite—clearly a violation of the intent and purpose of the N. R. A. Of course, every experiment has to be given a fair trial before we can intelligently pass on its practicability.

Glancing through these pages we note with great interest an engineer's discussion and viewpoint on the subject of bare neutral in wiring as advocated by the new National Electric Code. We are heartily in accord with his views and heartily agree that the electrical commercial interests and utilities govern to a great extent in the formation of

new laws and rules of the code. One can often see this in everyday practice that it works to the advantage of these interests alone and not for the public. It is time that someone took a hand in this important matter and that the public took more active interest and had more representation at those periods when new rules are formulated.

We learn that Brother Bill Welsh is away abroad on an extensive, or maybe expensive, tour. Bill is in need of a little recreation of some sort and a trip of that kind, we judge, should be very beneficial. We learn that Brother Bill made a special trip to Scotland to sample real Scotch on its native soil. Can it be that the Brother doesn't know he can get the liquid right at home with more Scotch in it than in Scotland? Bring along some samples, anyhow, Bill.

At this time we feel that organizations should make it easier for members to earn a livelihood and not throw all manner of obstacles in their path. Some consideration should be given the times that exist at present. The situation is so critical at present that our great President formulated and had passed by Congress the now famous Recovery Act—a really radical step and departure from past practice.

R. S. ROSEMAN.

#### L. U. NO. 53, KANSAS CITY, KANS.

**Editor:**

Well, here we are again, Local No. 53 having held an election not only for the repeal of the 18th amendment but an election of officers for the coming year. The following members have been found guilty of having the right material in them to guide the organization in the days of the N. R. A.: J. E. Pettibone, president; J. Wells, vice president; William Burkley, financial secretary; E. Lowder, recording secretary; while the executive board is constituted of the following members: J. E. Pettibone, J. P. Delaney, Frank Walker, S. A. Mooney, Tom Cassidy, J. Wells, J. E. Farrar. So let us congratulate the new officers and tender our vote of thanks to the outgoing officers. This of course extends to our dear Brothers of International fame, Brothers Broach and Tracy, who have led the organization and will in the being of Brother Tracy continue to lead us in what we hope and believe will be as ever, onward for the cause of organized labor.

The flag of organized labor has been flying high through the three years of turmoil, and under the new law which protects the laborer under the National Recovery Act, should fly even higher and stronger. Now is the time not only for the officers of all organized labor but every member of any organized labor class affiliated with the American Federation of Labor to get on his toes, do something, do anything that will increase the membership, for in unity there is strength and that is just what this country needs today. So get busy and let's increase the membership of the electrical workers. Don't wait until next year, start in now, while the non-members have it freshly in their minds that the new law not only protects the workers who wish to organize from interference from their employer, but it penalizes said employer for such interference. Don't stop here, if you know or meet anyone in any other vocation, tell them what organization of fellow workers and wage earners means and where the benefits of organized labor have helped not only you but the country as well.

I am still in favor of the cry of the national prohibitionists, which is down with beer, but in a different way, so I still say that if you get the chance after a hot day,

to down a beer, do so, and if you are very hot, try another—down with it.

We should give our International as well as local officers our individual support as well as our President of these United States and in doing so we can honestly say that we are doing our part to relieve suffering humanity and to restore the confidence which is in my opinion rapidly gaining ground and with a President of the United States in the man of Franklin D. Roosevelt and a President of our organization in the man of D. W. Tracy, brighter letters will soon be entering the records of our International Secretary and Editor.

HUGH L. SCHONE.

#### L. U. NO. 77, SEATTLE, WASH.

**Editor:**

Scientists tell us that people will do the same things under the same conditions. However, in dealing with humanity we have not a simple plus plus problem of mathematics. If A is added to B the result is not A plus B—for in human nature B is immediately changed which in turn changes A, and so on ad infinitum. Therefore in dealing with human nature nearly all of our constants are unknown quantities. Probably that is the reason President Roosevelt feels that he or the government in dealing with humanity cannot be right more than 75 percent of the time.

We have taken the position that for our part in bringing back prosperity we will present a wage scale of \$45 a week for a 30-hour week. We are working for machines that are the most powerful instruments in the world, excepting the telephone, in replacing human toil, namely, hydro-electric power.

We were receiving \$45 a week for 40 hours work before the depression. That was not high enough wages then to let us buy a home and educate our children.

Local No. 77 must be recognized if our influence is desirable during the reconstruction period. The unions should be encouraged because our organization successfully led labor through the crisis of the World War and will join with the progressives in the days to come. If organized labor is replaced there will be 20 or more orders striving for control—each opposing the others. Put several organizations together without any one in authority and you will have something unlike any of them. No secret orders should be discouraged, however, they have not been tried. They do not all measure up to the verses on which President Roosevelt placed his hands in taking the oath of office. I quote: "Though I speak with the tongues of men and of angels and have not charity I am become as sounding brass or a tinkling cymbal. Charity suffereth long and is kind, charity envieth not, is not puffed up," etc.

The new deal in organized labor must measure up to President Roosevelt's high standard. In these days when the mind is still a stranger to the Brotherhood of the future we yet like to think that there are certain unalterable realities somewhere at the bottom of things. Among all the unknowns there are truths that will lead us to a new day.

The members and officers of Local No. 77 join the Brotherhood in welcoming Brother Tracy, our new President. Brother O. M. Anderson, former business manager of Local No. 1002, Tulsa, Okla., who is now a member of Local No. 77, is personally acquainted with President Tracy. "Crummy," as he likes to be called, because "there is only one Crummy Anderson," says of President Tracy: "I have worked with him in official capacities and know Brother Tracy to be a

true friend, a conscientious worker, and a very capable executive."

FRANK FARRAND.

#### L. U. NO. 103, BOSTON, MASS.

Editor:

Congratulations. For what? Why, the last edition of the WORKER. Without a doubt the best and newest edition ever put out. Any one who does not read the entire edition is cheating himself.

The articles on Muscle Shoals, and the pictures of the same give a very true picture of things as we see them. Also one of the impressive articles and to me the most notable, the one relating to our International Office protesting the code pertaining to electrical trade. The article shows that the International Office is alive to the possibilities that are there for progressive bodies of men such as the I. B. E. W.

To me the page we once had called "Constructive Hints," is a page that should be once more in the JOURNAL. It has not been dropped for good, I hope. This was information to the men that I am sure they took advantage of. I have seen men carry it in the kit with other diagrams for use on the job.

The letter Secretary Bugnizet sent to the President protesting the adoption of codes that leave the electrician out in left field is a timely one. All in all it shows a type

of leadership in the International Office that the men are sure to take encouragement from. The officers of the live wire Local No. 134 are to be congratulated also for putting on an educational demonstration meeting described in the article by Brother Al Tops, of L. U. No. 134. Meetings of this type should be a part of our program of education. Everyone of us could learn something from this kind of a meeting. Let's have some more articles like these.

This edition of the WORKER was just so good I simply could not let it go by without a word of praise and good luck. Congratulations!

J. G. SHEEHAN.

#### L. U. NO. 124, KANSAS CITY, MO.

Editor:

The one word which can make impossible the working of our President's N. R. A. is selfishness.

Is the great A. F. of L. big enough to meet the crises presented to them by our government? Can the executive boards and business managers of all the respective local unions lay a foundation that will stand the strain of the complete change in America's economic recovery? Will the I. O. of each craft help to establish their respective business by looking into the future? All big business has always looked into the future for the returns on its investments. Now is the time for all members of the A. F. of L. to plan on returns five to 10 years hence.

There is always a large field for each and every member to work in, to make it possible to recover a large return on their investments that we can promote now. Our President can not do it all. He can only make it possible for us to do the job. If he had to do the thinking for 125,000,000 people he would be insane in a week. The first thing each member of the A. F. of L. must do is to apply the blanket code to himself. By that I mean to insist on the employer giving work to some member of his local union. How can he insist on it being done? By laying off himself. One-fourth of the members of the A. F. of L. would have had one-fourth year's work during 1932 if such a plan had been in effect by our members. Thousands of electricians have had a full pay each week during 1932. They have heard about Brother members losing every thing they possessed. Uncle Sam is going to establish hours for the people who have never had the opportunity to better themselves. Will he have to establish hours for the A. F. of L. members to prevent them from hogging all the work? I am afraid he will, but can live in hopes he will not have to. We can not expect everybody in America to live by the laws of the N. R. A. unless we do so ourselves.

#### "Money"

In this national movement to organize the masses of workers in new and established unions are we only going to look forward to

COUPON NO. ....

#### N. B. E. W. OF A.

\* \* \*

Financial Secretaries receiving this card will tear off this Coupon and mail it, properly filled out, to the Financial Secretary of the Union issuing it.

#### Evidence of Deposit.

This is to Certify, That this Traveling Card, issued to

Bro. \_\_\_\_\_

formerly a member of Union No. \_\_\_\_\_

of \_\_\_\_\_

is duty deposited in Union No. \_\_\_\_\_

of \_\_\_\_\_

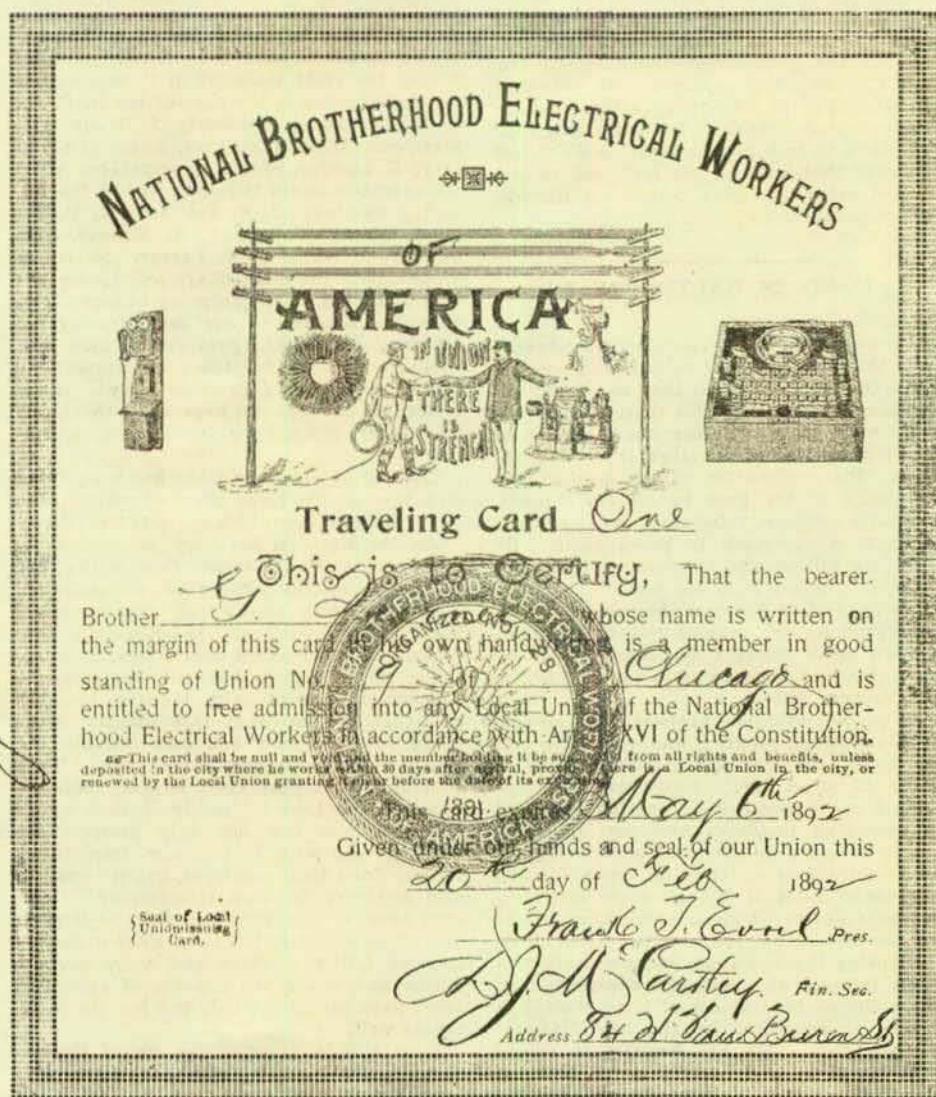
You will therefore mark him "TRANS-FERRED" on your books.

Signed this \_\_\_\_\_ day of \_\_\_\_\_  
189\_\_\_\_

Fin. Sec.

Seal of L. U.  
where card is deposited.

One  
No. of Card  
NAME  
George Johnson



A HISTORICAL DOCUMENT—ONE OF THE FIRST TYPES OF TRAVELING CARDS

replenishing our treasury? Will millions be accepted from the workers by new organizations and old ones on promise of larger wages? These men and women must be told the facts about conditions in each local. Let them know they must accept the President's plan for recovery. First a job for everyone, even though it pays only \$12 to \$14 a week. Second, buying power so each person can supply the other person's wants. These new people must be taught the principles of the A. F. of L. After one year in these many industrial plants, the management can see that they are not working "reds" but American citizens who know the company they are working for has to make money to keep them working. Let the management know they are dealing with their employees who have business ability. Education and advice given by each member of the A. F. of L. to a new member can do more good to put over the N. R. A. than any other thing. Labor conducting itself from a selfish standpoint can destroy the N. R. A. and in turn destroy everything we have individually.

See you next month.

J. H. C.

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#### L. U. NO. 151, SAN FRANCISCO, CALIF.

Local No. 151, seeing the possibility made by the N. R. A., decided that now is the time to do heavy organizing. In accordance we decided to hold an open meeting. This meeting was called for and held on Thursday evening, August 24. Brother Harry Brigaerts, our International Vice President, being in the southern part of the state. Brother Amos H. Feely, his able assistant, acted in Harry's place.

Brother Feely was introduced as chairman of the meeting by our president, Robert Ross.

There was a nice assemblage present, but not what we would have liked or expected. Brother Feely opened his remarks with appropriate words of welcome to all those attending and gave a wonderful talk on the benefits of joining and belonging to the Brotherhood and sent home the facts that the company unions are not for the benefit of the workingman.

Amongst the speakers were R. G. McMaster, representing George Creel, the chairman of the N. R. A. in this district. Brother William H. Urmy, deputy of the State Labor Commissioner. Brother "Mike" M. J. Sullivan, past International Vice President, and now retired. Brother Jas. McKnight, business manager of Local No. 6; Al. Cohn, of L. U. No. 6 and Archie Mooney, of the Building Trades Council.

We are hopeful of beneficial results from this meeting.

I am enclosing a copy of a letter that I sent to the city fathers toward public ownership, which has caused considerable excitement and movement on the part of the Pacific Gas and Electric Company to defeat our movement to use the N. R. A. and N. F. A. to benefit our community, and make work for our members.

F. F. DUNNE.  
Secretary.

*Editor's note:* Your interesting compendium has been held over until next month when we will have more on this subject.

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#### L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

Greetings, Sir Ed! I suppose you have turned in all of your hoarded gold?

The beach was officially opened by us unemployed on May 14th and since then we have missed very, very few days and that

is my excuse for being A. W. O. L. It's a good story and I'm "agoing" to stick to it.

"Buddy" Woods and the writer are now qualified to pinch hit for McIntyre and Heath in a revival of The Ham Tree. Since the middle of June the temperature of the water has been 70 degrees or better and on four occasions it reached the high mark of 77—so write that on your cuffs—you West Coasters.

There sure is a terrific strain on these rubber bathing suits when stretched to all points south, and elsewhere, by the curvaceous Junoesques who must use a shoe-horn to get into them. We know that water rusts iron and rots leather, so we have been patiently waiting all season to see what effect the salt water and sun will have on the rubber suits. So far, we have met with no success but give 'em time, Brother, give 'em time.

One of the minor attractions of the wooden esplanade was removed by Father Time and his scythe last week: I'm meaning "Fit", a huge St. Bernard, who usually draped herself all over the scenery in front of her master's auction house. She was 14 years old and the pet of thousands of children who never failed to stop and greet her and incidentally the adults, including yours truly, often joined in on the petting party.

During the Shrine convention in July the Temple from Des Moines brought along a carload of Iowa's best-known product and used it for cannon fodder. The descending kernels fell through the cracks of the boardwalk, took root and we had a swell crop of corn coming up; some of it had reached the height of seven inches. So we anticipated plenty of corn with our surf turkeys for next winter, but alas and alack, mere man only proposes while our Heavenly Father disposes, meaning that a terrific nor'easter hit our resort last week ruining the corn crop and dam' near wrecking the beaches.

The heavy high tides deposited nearly a foot of sand all over our corn and incidentally the beaches have been wet and lousy ever since. It seems that even the elements have combined forces with the devil to hamper the return of prosperity as we have had four nor'easters this year that certainly kept thousands of visitors away besides chasing away many who were here.

And that brings me to the N. R. A. movement, which to date has meant very little to us except to increase the prices of food-stuffs from 10 to 25 per cent. An editorial in one of the large New York papers states that the little fellows are going along very nicely with the N. R. A. principles but, as usual, the big guys are holding back, and in some instances flatly refuse to play ball. For the latter group, I take great pleasure in recommending the firing squad—at 15 paces.

The daily "luncheon" is still a feature in the dining hall of L. U. 211. (How's that one, Copyist? Yuh old son!) The chef of the week is the Hon. William Woods, known to his friends as "Buddy". Someone has given him a hat, typical of his job, so I presume that upon one of these fine days one of the dear Brothers is going to find the hat along with the kitchen sink in the soup.

Nearly forgot to mention, we had an election of officers but it didn't amount to much as such old standbys as Schwickerath ("Schwick Sent Me"), "Heppie", Eddie Kohler and Cameron, the business manager, were returned to office as per usual.

Frank Hurley is back in harness again as the vice president, while my old friend and conspirator, "Dizzy" Evans, Frank

Camp, Orrey Hills, "K. O." Chambers (the old maestro, himself), Ott Ecklund, "Old Man" Harvey, alias "Snooks" and E. E. Martin make up the executive board. A good bunch of fellows to take along, and more power and less headaches to them. I don't mean the kind of headaches you all think I do. The brand I refer to comes from the strain of trying to conduct the local's affairs in a sane and impartial manner.

All of which reminds me. I don't blame Broach for resigning, as what job is worth the peace of mind or broken health?

Now comes one of the sad features connected with this press secretary's job. That is to record the death of any member. This time it particularly grieves me to write of the sudden death of "Big Bob" Armbruster who passed away Friday, August 25, while preparing to go to work. Bob was chief electrician on the M. D. pier for the past 11 years and assistant chief for the four years prior to 1922. He was a member of many years' standing in L. U. No. 211 and had thousands of friends who mourn his death. He was a "regular guy" and a square-shooter. Surviving him are his wife, son, daughter and seven brothers and sisters. The son is following in his dad's footsteps and has a helper's card in Local No. 211, being employed on the pier.

That concludes the story for this month. If the "limit" is over, give the little boy from a small town who is trying to make good in the big city a break, or what have you?

My kindest personal regards to all, and may we all meet in the funny papers.

BACHIE.

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#### L. U. NO. 212, CINCINNATI, OHIO

Editor:

Just two years passed following the retirement of Brother George Rost, before our next Brother member applied for and received pension. This time it was Brother William Slater. Good old jovial Bill! All who ever knew him could see something to admire in the fellow. Bill is just that type. Initiated in L. U. No. 212, May 28, 1902 (Card No. 51313), he was never what is known as a "card man", but a union man from the heart and at all times playing an exceptionally active part in local affairs. At all times I have found Bill to be of a very happy-go-lucky nature and not much concerned as to just what the next move might be. He never became a confirmed gambler, but was always ready to "sit in" and take a chance. In a game of draw or rolling them over the green cloth he was much to be considered and feared by any who had their roll at stake.

If you were really close to Bill, anything he had was yours. (I know.) Entertainment in his home knew no limits, and if you were invited there to dine you could really expect something. He is blessed with a wife who is really a past master at preparing and serving the real good things to eat, and to leave their home hungry would be an insult on their hospitality.

And Lill, I can speak with authority on this subject, for as you certainly know I have been a party to more than one chicken dinner at your home prepared by you.

Bill was entered on the pension list in September, 1932, and both he and his faithful pal are now enjoying the quiet life. I hope you can make it, Bill, even though \$40 per month isn't much money. I realize that as we grow older our wants and desires are not what they used to be and I sincerely hope that both you and Lill will be able to live through your retiring days, comfortable and never experience the meaning of real want.

The next in line was Brother Ben Jansen, initiated in L. U. No. 212, July 15, 1907, and entered on pension roll in September, 1932.

As we all have hobbies it seems as though Ben's was to be on the examining board of L. U. No. 212. Whether through election or appointment he was always serving as part of our blockade against undesirables. I had the pleasure of working with Ben on his last grind, a rewiring job at the Hamilton County Home. It was a political gag to the extent that your ward boss had to place you on the job and you were on the state payroll at Columbus. I'll say it was a good old job, Ben, even though they did refuse to let us finish it, and I don't think it has been completed to this day.

Time waits for no one and changes certainly do take place.

About 60 miles out of Cincinnati in the rural district you can now find Ben playing the role of country gentleman. I don't know just what kind of a farmer he has developed into but they tell me he has quite a place and it is well looked after. Much of this credit I presume should go to our good friend and Brother, Dick Ritter, whom Ben drafted and has kept with him during this time. And really, Dick has had considerable previous experience in the "back to the soil" movement. Don't weaken, fellows, you have done better than many of us whom you left behind. You at least have eaten regularly, which is more than we who are rated at \$10 per day can say for the past two years.

As an assurance that the name of Jansen will remain a fixture with Local No. 212 for some time to come, Ben retired leaving three boys carrying cards with us, so we have no fear that we will run out of Jansens for a while.

I might add that if we do we still have the Cullens. Old Cap and three sons were initiated in and are still members of Local No. 212. Is that a record or is it a record?

THE COPYIST.

#### L. U. NO. 245, TOLEDO, OHIO

Editor:

This program comes to you over a national hook-up. Local No. 245 is on the air, the Duke of Toledo announcing. Hello, everybody! But seriously, fellows, I am back in this column to stay or until some one kicks me out. This article is dedicated to the 60-odd new members here. Greetings, Brothers! This JOURNAL is sent to you each month for the purpose of keeping you in touch with the newest and latest methods of applying electrical energy. And to enlighten you as to the different working conditions from coast to coast. Read it from cover to cover and study it. You have nothing to lose and everything to gain, for in editing this magazine great care is taken to assure you that nothing is published, that in any way will be detrimental to your desire of learning. After you have read it put it away and in a few years you will have a library that you will be proud to show to any one. Several of you here in Toledo will receive this magazine for the first time in September, and each month thereafter. Thousands of new names are being added to our mailing list, thanks to N. I. R. A.

President George Washington took this country away from England. Ex-President Hoover gave it back. And now we have a man in Washington who is asking your help to again restore these United States to the American people. And labor will not be deaf to his pleas. Labor will be just as good soldiers now as in wartime, when they were asked to shoulder their responsibility.

Are you doing your bit? Just joining a labor organization alone is not proving yourself a patriot. That alone will not make the N. I. R. A. a success. That alone will not bring about the one thing that President Franklin D. Roosevelt has been striving for, to eliminate panics for all times to come. To share the profits of dividend paying concerns and give to labor their rightful portion of the earnings that they produce and to raise the standard of living for you and your family. To bring this about, you as an individual member of a labor organization must put yourself to the policing of your job.

You owe it to yourself and dear ones to see that you get your proportion of what you help accumulate into the larders of the financial wizards. No matter what your job may be you are a part of industry and as a part you are earning a profit for your employer. Are you getting a fair rate of return or are you seeing your share of the earnings being paid out to stockholders in the form of dividends to the tune of millions per year? To see that you get it is going to be your part of the N. R. A. Whether or not it is a success is entirely upon the shoulders of labor and you are a part of this army of police officers which is to keep traffic moving and the road to success clear. It is your job to report any infraction of rules handed down by employers of labor who have pledged themselves to the N. R. A. and the President of the United States; who have promised the Chief of our country to give you a right to live as you should live, to raise your family as they should be raised.

And you can do all your part that's expected of you by remaining a true and loyal member of a labor organization and interesting yourself in your own welfare through the right of collective bargaining. Attend your meetings regularly. Ask Jack or Jim or Pete why he was not there. And in doing this you can be sure of success. I'll see you at the next meeting.

EDW. E. DUKESHIRE.

#### L. U. NO. 275, MUSKEGON, MICH.

Editor:

There may be a depression but it failed to keep us from holding the annual picnic on August 5. It was not as elaborate as in former years but it sure was a success, thanks to Brother Plunkett and his committee. The high light of the day was the ball game. It took Pascal's gang 12 innings to beat the Bonjernoer bunch. Perhaps I should say to beat the umpiring of Plunkett and the scoring of Giles. What was the score? I reckon no one knows. Well, anyway we had plenty of fun.

A few of the boys are working and the rest are ready to work 30 or 40 hours any old week.

Aw, heck, let's go fishing.

GIBBS.

#### L. U. NO. 301, TEXARKANA, TEXAS

Editor:

In answer to the question of why the press secretaries have ceased to write I might advance the theory that most of us are in a sort of coma. We have so much to think about and so much time to think about it, with so little to think with, we are stunned by the size of the job.

It was with much regret that we learned of the loss to our Brotherhood of the leadership of Brother Broach. He was the fearless, hard hitting and progressive leader our organization needed and but few knew better than I the price he paid and the truth of the words for his resignation. May he regain his health speedily and lend us advice from time

to time in the next few years which will be so trying for union labor.

We congratulate Brother Dan Tracy on his promotion and are proud to think of him going to Washington from Texas. We wish to assure Brother Tracy that Local Union No. 301 will try hard to "do our part" in supporting him as our President.

We attempted to co-operate with the contractors before August 1 in drafting an agreement for the electrical industry of Texarkana's trade jurisdiction. Inviting everybody, union or non-union, to meet and get together under the President's agreement and pull the trade out of this cut-throat business. To use an old wheeze, "It was too copious for such diminutive comprehension." (Do I speak correctly, Skipper?) Our executive board met with them several times until we met with the secretary of the Chamber of Commerce for an "explanation" of the Blue Eagle agreement—that was the end. No agreement has been reached. We did, however, sign up two contractors. It appears that most employers want to have the Blue Eagle but do not want to live up to the spirit of the movement. The central body has established an office to check up on violations and gather data on the progress of the N. R. A. They are reviving some old locals and installing some new ones but the workers are listless in their response. Back of it all is the lack of funds. It is pitiful to see labor virtually bound hand and foot because of the lack of money to do work that is necessary to protect its interests. I have always been for high dues and a reserve fund for the time we can not see ahead, but few have seen it the way I did. Many an old card could be nestling safely in some good Brother's pocket now where there is nothing but a hole. Organized labor has a moral duty to all workers, and our leaders in Washington, with the help of some good friends, are doing good work. Let us deal fairly and build solidly so that in the end we will have no regrets as some employers will have. In union there is strength—yes, let us not abuse it. With a clear conscience let us say "We do our part."

CHARLIE MAUNSELL.

#### L. U. NO. 302, RICHMOND, CALIF.

Editor:

Definite signs of a change in the existing order of things have been noted recently by officials of Local Union No. 302, which extends jurisdiction over all of Contra Costa County, and the outlook for the future is particularly bright.

While the county boasts of an extensive industrial manufacturing center and is widely known for its paper mills, chemical plants, fish and fruit canneries, steel mills, oil and sugar refineries and lumber manufacturing concerns, and its various river communities are regular ports of call for ocean going freighters, the local in the past has not been a strong one.

Several I. O. organizers have been brought here in the past because officials felt that they might meet with success where the local had failed, but results were not very encouraging. Electrical workers in the various plants seemed afraid to organize for fear of losing their jobs.

However, with the progress of the N. R. A., the workingman has commenced to realize the privileges and powers granted him by the act and the situation in general is more favorable than it has been at any time in the past four years.

Numerous requests for information have been received from telephone, P. G. & E., Standard Oil, and steel mill employees, but the local is proceeding slowly in order to

determine who is being taken in and why they want to join.

The able assistance given Local No. 302, by Amos Feely, of the I. O., and Gene Gaillac, of Local No. 595, of Oakland, cannot be measured in the coin of the realm, and Local Union No. 302 wants members in other parts of the country to know how fortunate they are in having such men in the organization.

On Thursday, August 17, Gene Gaillac addressed an open meeting of all building mechanics and employers at Richmond, Calif., and was praised on all sides and persons outside of organized labor told members that he was the best informed speaker they had ever heard discuss N. R. A.

Partly because it has never had anything of particular interest to report, and because it has heretofore been small, Local Union No. 302 has never before written to our valuable JOURNAL, but hopes to do so regularly in the future, and expresses a sincere wish for the continued success of the JOURNAL.

E. A. LAWRENCE.

P. S.—Inclosed is the type circular that we are using in the industrial plants.

#### L. U. NO. 303, ST. CATHARINES, ONT.

Editor:

Brother Horne is asking for more on the gold standard or technocracy. Thanks for the asking. This month it will be democracy prowling about. Looking for someone to hire me gives me plenty of material for thought. For many years instead of looking for the box of gold at the end of the rainbow I have been looking for democracy, if it is when it is, or if any country has it. Further, whether democracy is lived anywhere. Of course, one has to delve into history. To my mind there is a big difference in what is generally understood as democracy. In the face of all the fast-moving changes taking place in the world today let us take for this letter two countries whose people are very similar but whose political life has been and is very different.

Germany has passed through a ruthless change that takes us back through history to the ever-so-great grandfathers of these same people who somewhere around 2,000 years ago plundered southern Europe and destroyed a civilization that gave to the world democracy. With this old brutal force called today fascism the world's people were robbed of all the noble aspirations of those first democrats. Can we ever estimate what this fascism did when it broke up all the learning that Greece acquired? The philosophy of that day, which though beaten down by a ruthless foe, has nevertheless survived. These early fascists, of course like those of today, had no appreciation of liberty and taking advantage of the apathy of the folks they rush in. We all can recall stories of the dark Middle Ages. What do they signify? Just this, that liberty had been dealt a hard blow and had been knocked under and all the forces of ignorance had their sway. Mind you, this ignorance was in high places just as plentiful as in the alleys and gutters. Once in a while some new discovery would take the world by surprise but it was not given for all to enjoy.

Allow me to quote a few extracts of those Greek scholars who gave us democracy. When they came into power they came through scholarship. The people demanded what they called a law giver. History says this man would be given absolute power to make such reforms as he thought proper. Before going any further let me say that

I wish to draw a parallel between the Greek philosophers of those days, over 2,000 years ago, and our own day with the men who now are the law givers at Washington.

This letter will have to be carried into next month. We will give a few extracts of that period before the fascists of that early day ruined and plundered what was so noble and progressive. Aristotle says, "The people remained in bondage, and the land was at the mercy of the few." This progressive thought was the order of that day and clever men were sought after to give the people the best and most equitable government and liberty was the order, or shall we say inspiration of the day. Here's another leader of that time, Solon, whose spirit one would think was right at Washington today. Says he, "And you, you men of wealth, subdue your overbearing pride. Cultivate a spirit of justice, for the present state of things is not to your own interest, nor shall we endure it." And the fascists of that day, without any regard to justice, destroyed that just democracy and it was so ruthlessly destroyed that it did not begin to awaken until 1776. More next month.

THOS. W. DEALY.

#### L. U. NO. 309, EAST ST. LOUIS, ILL.

Editor:

Garment and silk workers are striking. The police are arresting their pickets. The employers have printed an open letter in the St. Louis papers, telling them their behavior is unpatriotic, and telling them not to demand recognition of the union, because the N. R. A. stands for open shop. Is that true?

The people are falling in line, there is yet confusion, but we are sensing the great need for being together and all parties or sects in the land are feverishly busy trying to get us to indorse their particular brand of despotism.

The powers that be, observing that some kind of organization was being formed, wisely realized that if this was constituted in spite of the government, it would be a rebel revolutionary union, and so, seem to have given unionism their sanction.

Capital says: "The powers sanction the open shop."

Circulars are being distributed, praising a socialist union, another socialist union, a communist union, and a religious union. How many more?

Let us be undisturbed—our aim is unionism—our aim is the good of all. We need not experiment, we know what to do. We will not give any "ism" or creed a preference and we will not bar them. Many of them are sincere, many of them are fakers. For the sincere the reward will be great indeed, when he sees love of comrades in the land and thinks he has done something toward that end. The faker strives toward power—toward popularity—money—wants to be a figure, and loves no one but himself. So are all parties and their drivers. We need leaders; drivers we spurn. We'll waste no more time trying to maintain, establish, or abolish those institutions.

To unite the producers, farmers and workers is our need, our only need.

RENE LAMBERT.

#### L. U. NO. 317, HUNTINGTON, W. VA.

Editor:

The new deal is on but as yet has given members of Local No. 317 but little work, though it has helped some and we hope that in a month or so to have at least some work for all of our members.

Local Union No. 317, with other building

craftsmen, met and drafted a code for this section but got little co-operation from the contractors, especially electrical, though we had a meeting with them. They are trying to form a contractors' association, but to date have had no success, as most of them have one-man shops and are expert at throat cutting.

We are hoping to see a 30-hour week established in the building trades to take care of the unemployed.

I must say we have a live Central Labor Union here that is doing good work.

At our election in June we re-elected most of the officers which are as follows: President, H. E. Keeney; vice president, Robert Friels; recording secretary, J. A. Booth; financial secretary, J. C. Kennedy; treasurer, R. A. Petit; business manager, J. A. Booth; executive board, C. L. Petit and E. H. Curry.

"SLIM."

#### L. U. NO. 323, WEST PALM BEACH, FLA.

Editor:

My tools are all rusty,

My shoe soles worn nearly through,

My mind is so dusty,

Oh, gosh, what am I going to do?

When you see your tools lying around in the outbuilding all rusty and covered with dust, doesn't it sometimes occur to you that your electrical education might be in the same condition?

We should check up on our foundation, which is our knowledge (Without it we would be common labor). Examine ourselves and see if we could carry any electrical job from start to finish by ourselves. Because sooner or later we will be back on the job installing all this new electrical equipment that has been developed while we were idle.

After our regular meetings we have an educational lecture illustrated on the screen. Last week we had a lecture on vacuum tubes. Brother Fagan, our president, who selects these slides seems to be worried because so many of the boys get up and leave and don't seem interested in learning more about their chosen trade.

We want our men to be so efficient that there would be no doubt in the people's minds about a union man being worth much more than the non-union man.

WADE SUTTON.

#### L. U. NO. 339, FORT WILLIAM, ONT.

Editor:

Local No. 339 has been in seclusion for quite a while, as regards the columns of the JOURNAL. Our press secretary has been very busy this summer. Being a small man with a large family, he has been busy farming as a sideline, preparing for our long, cold winters. Therefore he asked yours truly to write a few lines. I will endeavor to do my best.

First of all we send our heartiest congratulations to our new President, D. W. Tracy, and sincerely hope that God will give him the strength and guidance to enable him to carry on the good work for the benefit of the organizations. We also extend our best wishes to the retiring President and trust he will have a speedy recovery to good health and be able to carry on his good work in a lesser capacity.

I am pleased to report that Local No. 339 is carrying on as usual with very little unemployment in our membership. Have lost very few members, and our finances are in good shape, thanks to the good management of our officers.

Our railway members have suffered the worst, having had their hours cut down, also a big reduction in staff. The municipal employees have had a slight cut in wages and a few have been cut down to half time, but mostly the ones cut down to half time were ones who had dropped their cards in our local some time previous, so, of course, didn't receive any support or sympathy from our boys.

In regards to any members we have lost, Mr. Editor, I might say we are better off without them, as they have been a burden to our local and a worry to our financial secretary ever since they were admitted. Some would get their dues from their wives and spend it in beer on the way to the meetings. Another would use our meeting nights as a blind to go stepping. "What a life!" No wonder President Broach's nerves are shot.

Like every other place, employment is very scarce. Maintenance is about all that is being done. No new construction to speak of. The provincial Hydro did a little new construction this summer putting in light and heat to a number of summer cottages east of Port Arthur. Of course, this was all non-union labor.

Our Electrical Workers' Social Club, which operates independent of the local and was organized last winter, is getting prepared again for their fall and winter entertainment of whist and keno. Much good work

was accomplished by these boys last winter and our best wishes are with them again for another successful season.

We extend our sympathy to Brother E. Emery in the death of his brother, Jesse. Jesse was not eligible for membership in our local, but had been a good friend of the boys for years, having been janitor of the telephone exchange.

Port William and Port Arthur have had a wonderful summer and have been the attraction of thousands of American tourists who visit here to get away from the intense heat to the south of us, also to enjoy our good fishing and especially our good beer. I met a visiting Brother down town the other day and he said, "Say, buddy, are there any beer parlors here?" I said, "Sure!" "Well," he says, "I can only find four. Why, where I come from there is only a 10,000 population and there are 100 beer parlors." I said, "Maybe, but the drought was not on as long in Canada." He says, "You win!"

In closing I would like to extend an invitation to the boys to attend the meetings more regularly. Come and feel at home; don't feel like Hitler would in a Jewish synagogue. Co-operate with the officers, pay your dues, exchange ideas and by so doing keep your local together during these trying times. Help maintain the wages and principles we have fought for so long, so that when good times do return we will be ready for their many problems. I send my per-

sonal greetings and best wishes to Brother John Noble, of Local No. 636.

F. KELLY.

#### L. U. NO. 349, MIAMI, FLA.

Editor:

The members of L. U. No. 349, I. B. E. W., Miami, Fla., wish to express their gratitude and appreciation to Brother H. H. Broach for his services and achievements while in office as president of the Brotherhood. We realize that Brother Broach was in office during a strenuous and trying period and therefore his record is especially noteworthy. We hope that he will be able to regain his health and that the future will reward him for past sacrifices.

We also wish to congratulate our new president, Brother Dan Tracy, and assure him of our confidence and co-operation.

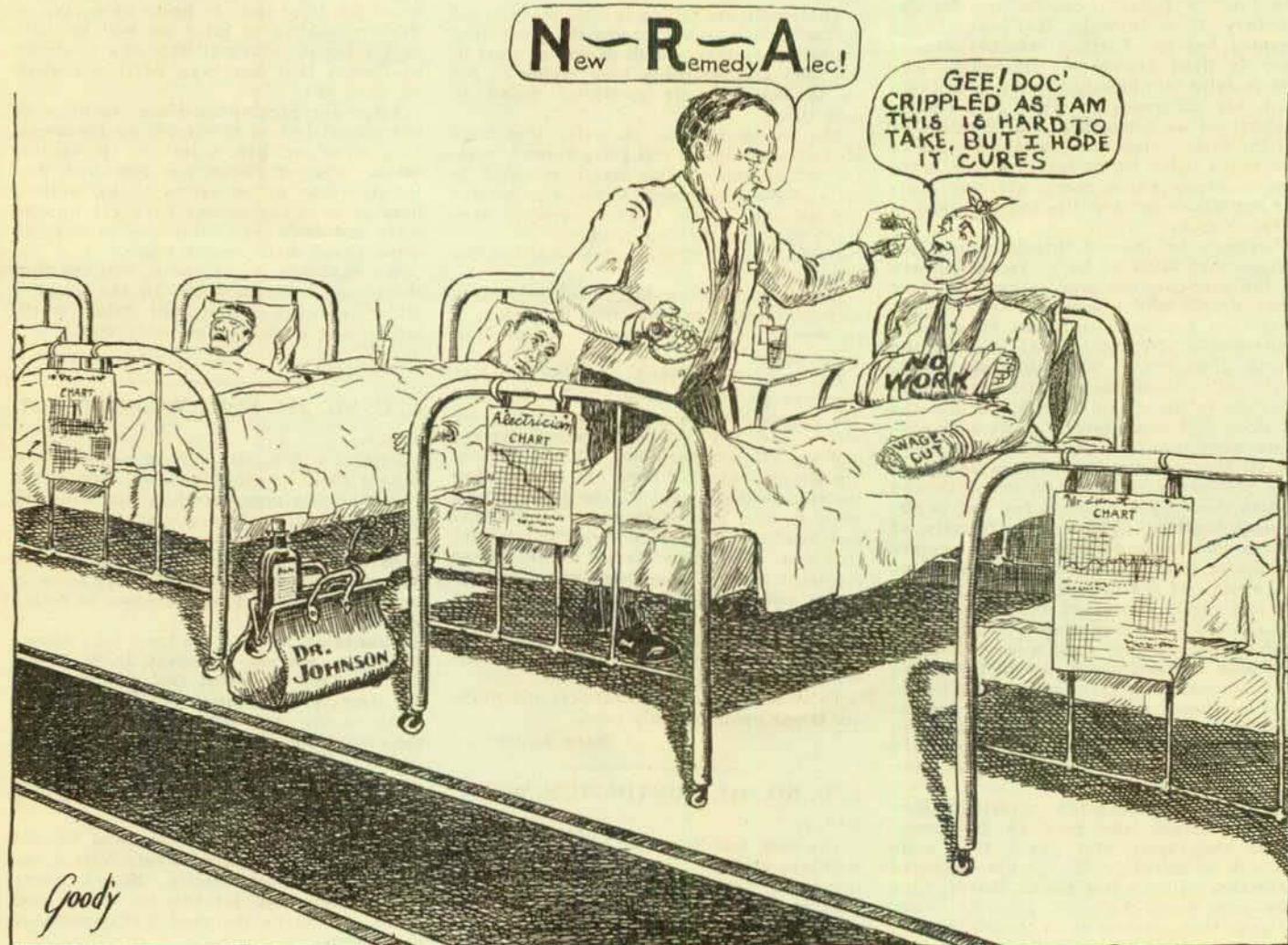
Many of our local members are personally acquainted with Brother Tracy and all have given enthusiastic and favorable reports as to his integrity and ability.

This local is doing its best to take advantage of the N. I. R. A. Our board has been working overtime in planning a campaign method of organizing non-union wiremen and their employers, and are making real progress.

Our board deserves credit and applause, for through their alertness and influence the Recovery Act electrical business code of this

## HOPEFULLY TAKING TREATMENT

Drawn especially for Electrical Workers Journal by Harry S. Goodwin



area went in to Washington with excellent conditions and \$1.50 journeymen minimum wage scale. At present we have non-union wiremen working for 40 and 50 cents an hour, and only a few making 60 cents. So if the local code is approved and we can enforce it, we will have really accomplished something. Looks like a real opportunity and we are trying to make the most of it.

CLARENCE O. GRIMM.

#### L. U. NO. 369, LOUISVILLE, KY.

**Editor:**

Have been assigned the job to try to write an article for the WORKER. I will begin by telling the outcome of our recent election. Now, Brothers, I mean election of officers for Local No. 369, not the primary election that has caused quite a bit of trouble throughout the state, and has been a big upset to the leaders of the open shop coal fields of Kentucky and as the returns are slowly counted, many places are under protection of state soldiers. Quite a few names that have appeared in the daily press over the entire country for the way they have dealt with the working man, especially the coal miner, will be seeking other employment after November.

The following officers were elected by Local No. 369 at a real interesting meeting: James Brown, chairman; J. McDermott, vice chairman; R. H. Scherzer, financial secretary; H. Weilage, recording secretary; H. H. Hudson, business manager; I. Hudson, J. Brown, C. Boes, J. Mudd and C. Howd, executive board. There was quite a bit of rivalry for some of the offices. J. Brown and I. Hudson surely know how to get the boys out to vote. Well, they both work at a cigarette factory and always have plenty of samples. We all wish Brother Brown a successful term of office as he has had his hands full the past few years trying at all times to keep the Brothers interested in their duties as members of an organization that found the depression dragging men lower and lower as time wore on.

Most of the boys in this territory are now getting in a few days a week after quite a long period of idleness, and most of the work has been at the breweries, so if they build as many as they are talking about we will be able to get through this coming winter in better shape than the past few.

Our business manager has received quite a few complaints from the managers of some of these breweries, as to the quantity of their product that his members could consume, and have gone so far as to install locks on the taps, and give tin tags in place of tin cups. So, boys, beware when this distillery work starts and ask for larger cups and pretzels and bring your lunch in a gallon bucket.

W. L. RUH.

#### L. U. NO. 409, WINNIPEG, MAN.

**Editor:**

Since my last letter in the JOURNAL official announcement has been received of the resignation of Brother H. H. Broach. We received this information with much regret at losing so able an officer. Undoubtedly this office is a strenuous one and called for and got every ounce of energy from our past-president, who gave unstintingly the best that was in him. We wish him a speedy recovery and hope he may long continue an active member of the I. B. E. W.

To his successor, Brother Dan W. Tracy, we offer our whole-hearted co-operation, and may his tenure of office be less burdensome as time advances.

Now that the holiday season is having its last gasp the executives of this local are

looking forward to better attendance at the meetings in future.

I am pleased to see Brother Dick Irvine, of Local No. 1037, is behind me in proposing a shift of the election of officers from June to January. This will no doubt make a great difference in attendance, but I can't get out of my head that the very mention of the word "election" is sufficient to keep erstwhile good attenders away. What is your opinion, other locals?

I would like to draw the attention of Brother McGloggan to a communication received re the running trades urging the shopmen's co-operation in their endeavor to offset the proposed wage cut.

A year ago I wrote in this vein, although I mentioned only shop crafts getting together for mutual benefit. This move is merely an enlargement of my idea, and should have been in operation 20 years back. Progress among the working class has got to come that way, that one way—"unity." Do you remember the little chat you had with me on this subject on the occasion of your last visit to our fair city, Brother McGloggan?

I don't wish to appear to be "getting" at any particular Brother this time, but during discussion it was pointed out that no word had been received from our regional council chairman, Brother McEwan, since April. An old adage has it that "Silence is golden." Peradventure we may have an abundance of good news ere our next meeting from this Brother.

"Local No. 409 went on record and voted its whole support to the organizations' committee which is now in Montreal fighting the wage reduction which is being considered. In discussion it was declared that there was no justification for the proposed cuts. Prices in commodities had been materially increased and wages in many Canadian industries were being increased. The electrical workers, it was stated, had already sacrificed more than enough."

The above paragraph is copied from the local newspaper, sent in by this local.

Conditions in this city, generally speaking, have shown little improvement and it seems each country is waiting for the other to start something. We read in the daily papers that our friends to the south of us have found the elusive corner around which prosperity has been lurking for so long. Prosperity for whom? Not the workers, as by the correspondence in the JOURNAL I read only hope of better times to come; they are not here yet, and until we read in our own columns of greater activity among our own fellows I am afraid it's only the shadow that has been caught. Will the United States be restored to better conditions under the N. I. R. A., or is this another "red herring across the trail"? We have been led into the morass so long we naturally are dubious of these high sounding measures. To quote Mr. Asquith, "Wait and see."

R. J. GANT.

#### L. U. NO. 561, MONTREAL, QUE.

**Editor:**

The local union elections for the term 1933-1935 were held on June 6. The results were as follows: President, T. Smith; vice president, G. Hassam; recording secretary, A. A. Leger; financial secretary, C. Gallagher; treasurer, J. Parkin. Executive board—T. Smith, chairman; C. Gallagher, A. A. Leger, J. Parkin, A. L. Taylor, O. McLean, F. Alcock.

The installation of officers took place on July 4. General Chairman L. A. McEwan, Regional Council No. 2, presided over the induction, which he carried out in a brief and business-like manner.

Brother H. Russell, in declining the nomination for re-election has no intention of placing himself on the inactive list, on the contrary he is going to devote his time wholly to the other offices which he holds, namely that of general chairman of the C. P. R. membership and vice general chairman of Regional Council No. 2. Needless to say that Brother Russell will have our whole-hearted support in connection with his duties.

Brother T. Smith, who succeeds Brother Russell as president, has been active for many years in the labor movement, during which time he has held many offices, which includes two terms as our president, this being his third. He is also auditor for Division No. 4 and secretary-treasurer of the C. N. R. Local System Federation. The latter position he has held for many years, in fact he is regarded the perpetual secretary-treasurer of that body. Under his leadership means continued success. Go to it, Tom, we're with you!

Brother G. Hassam is a member of many years' standing and has held many offices, including that of financial secretary. However, Brother George has been on the inactive list for some time and the boys just got together and stuck him into the harness of the vice presidency, which he accepted with grace. He intends to show us some of his old time steps. All right, Brother George; let's jigger.

There are two Brothers who have just entered the ranks of officialdom; they are Brothers A. A. Leger and J. Parkin. Brother Leger, when he is not trouble shooting on the road department of the C. P. R., is making a fine fist of looking after the records, communications, etc. Brother Parkin has all the qualities that make an ideal treasurer. Straight shooters, both of them.

Oh yes; I nearly forgot the financial secretary. Oh yes; the financial secretary. Ahem! Well, boys, don't try to pass any phoney nickels on me. Keep in good standing and I'll be, with best wishes,

Yours sincerely and fraternally,

C. GALLAGHER.

#### L. U. NO. 595, OAKLAND, CALIF.

**Editor:**

Congratulations on the last issue of the JOURNAL. We wondered whether the boys were too busy to write, or just too busy fishing. It is now very apparent that from the International President right on down the line to the lowliest business manager, every representative is working overtime on the various activities of the N. R. A. We are happy that this is so.

We might say that we have been running around in circles for the past four years. Not that we haven't always had a definite goal which has been and always will be the legitimate advancement of organized labor. But in the breaking down of all recognized standards of competition labor has been buffeted from pillar to post trying to hold the line of wages and conditions. The fact that the struggle has not been in vain is evident in that we did pull through better than any other national association of citizens. We still are a recognized, officially functioning organization, and our recognition is growing every day.

Since June 13 there has been a different outlook. Perhaps we still are running around in circles more or less, but we can now see the way out. Eventually the multitude of preliminary activities will have been gone through with and a real functioning structure for organized labor, under a new and much improved condition, is bound to appear.

Certain outstanding facts have presented themselves. Employers with vision co-operating to the fullest extent. The chiseling variety are making a last determined stand to obstruct progress. The latter are also taking advantage of a last-minute opportunity to do jobs under the most deplorable of conditions, knowing full well that it won't be long now.

We, of the A. F. of L. are on trial in the court of public opinion. And after all, public opinion is the final deciding factor. Our heart tells us that it is our turn now for revenge. We can't help feeling that to those workers who have broken our rules and taken our jobs under conditions we could not accept should be applied the ancient law of Moses—"An eye for an eye and a tooth for a tooth." However, I hope we are intelligent human beings. Our head tells us it just can't be done. The N. R. A. permits of no high board fences. The N. R. A. does give all the tools with which to build a new industrial era. Our success depends upon how hard we work and how wisely we use the opportunity which has been given us. Remember, we cannot control the electrical industry with a membership of about 5 per cent of those employed in that industry. The answer is obvious. We can't go forward by looking back. If we try it we are sure to stumble. Let's try not to stumble.

A la sante'.

GENE GAILLAC.

#### L. U. NO. 665, LANSING, MICH.

**Editor:**

Well, I see the N. R. A. has started to get things warmed up a bit and wish them more power, and the way Johnson and F. D. talk to them just suits all the boys in our local.

The automobile workers in Lansing and towns around here are starting to organize and I think the boys in all our locals should do likewise.

Local No. 665 is starting an organization program starting August 30 which I hope will be a success. The bosses have started to organize in almost every line of business and I think it is the men's time to organize now to keep a little ahead of them.

We have had quite a few men in here lately looking for jobs at the old Durant factory. It seems that the papers in the east are featuring the sale of this property and the hiring of 4,000 men to operate same, but kindly take notice there is absolutely nothing to it as no one knows who bought it or what they are going to do with it, or when. So kindly make a note of this in the Journal in large print if possible as Local No. 665 has no money to take care of floaters, as most of the men coming here are flat, same as we are, and it is up to us to help them out. Not that we are not glad to help a needy Brother but in these times the cash is very low.

The boys of Local No. 665 wish Brother Tracy the best of success in his new position as International President and hope every member stands behind him to make our union larger and better than ever.

We are looking forward to better times in the near future.

A. J. BARTELS.

#### L. U. NO. 723, FORT WAYNE, IND.

**Editor:**

The above local has not been represented in these columns for so long that most of our local members don't know the war is

over. The press secretary has been asked on numerous occasions to let the world know that we are alive and kicking, so am taking this opportunity of representing our local.

Numerically, we are about the same as four years ago, but anticipate a large increase in the near future by organizing the telephone and Insull traction men.

Our officers are made up of well-seasoned union timber and the meetings we hold twice a month are really enjoyable from the standpoint of intelligent discussions.

Fort Wayne union labor is surely taking advantage of the opportunity to organize all branches of labor. In all the plants and shops the by-word is "organize," and that is what it takes to get on top.

We sincerely hope that the people will stick together, and fight for the common cause of organized labor.

If only all workers were organized, and would combine themselves to take more interest in their governments—city, state and national—what a wonderful place this country would be! And that is just what it takes in my opinion—every worker a union member, not by card alone, but with body and soul.

Brother R. Cleary, from Chicago, has been busy in our fair city here of late and we are counting on his help in organizing the telephone men, also the Insull traction boys.

Here's hoping every worker in this country belongs to organized labor by the end of this year.

We, the workers, have got to take advantage right now, by creating a new deal and a square deal by organizing and sticking to our guns through sunshine and rain.

This local joins all others by offering sincere wishes for the future development of the great organization of electrical workers.

W. H. LEWIS.

#### L. U. NO. 734, NORFOLK, VA.

**Editor:**

When this issue goes to press the U. S. S. Mississippi will have left Norfolk Navy Yard. The wind-up on these modernization jobs is a nightmare to the workmen. In nearly every part of the ship all crafts try to work at the same time. This is accomplished by crowding, stumbling and pushing. There is nothing unusual in the spectacle of a man working in a shower of sparks from the torch of an oxy-acetylene burner or from an electric welder who, too, must complete his work. If he is for the moment free from these afflictions he may find himself the recipient of a shower of dish water (or worse) poured through an open drain line by a "Googoo" who "forgot."

Others who may for a time escape these pleasant moments, work with streaming eyes in compartments filled with paint fumes or stumble about with their feet entangled in air hose, cable or pipe.

The man whose work takes him to different parts of the ship will in traveling about, find in one path a ladder that has been removed for the handling of material or equipment, another path will be blocked by a sign reading, "This ladder will not be used by yard workmen and enlisted men" and we have learned that in spite of mathematical laws, the shortest distance between two points is "roped off."

**DIAMOND-SHAPED BUTTONS**  
To wear in your coat lapel,  
carry the emblem and insignia of the I. B. E. W.  
Gold faced and hand-somely enameled \$2.50



In spite of all this hysteria, when the Mississippi is completed, she will be the finest piece of equipment in Uncle Sam's first line of defense.

On Sunday, September 3, the Portsmouth (Va.) Star will issue its Labor Day number which will be edited by the Portsmouth Central Labor Union, of which Brother V. M. Sylvester, of Local No. 734, is president.

On Labor Day, the Portsmouth Central Labor Union will hold its annual celebration with a baseball game and other events. This is a live central body.

Brother W. T. Thomas, West Norfolk, Va., does not get his JOURNAL.

SAUVAN.

#### L. U. NO. 773, WINDSOR, ONT.

**Editor:**

To let you know that we of the Border Cities are still cheerfully waiting for whatever one may call it turns the corner.

Most of our members are out of town, looking after their ranches. Some may call them chicken ranches, but nevertheless they are ranches. Two of our Brothers are teaching electricity. One of our Brothers ran a class of our members during the winter. It was very instructive. One is never too old to learn.

Sorry to report the death of one Brother—A. Russel—who was making a mark for himself with gliders. He took a chance with a glider that was not exactly o. k., which proved fatal to himself and we lost a good member.

Our Brother McQueens, electrician to our local newspaper, was more than excited last meeting night. If I remember right, it weighed nine pounds and was the image of his dad.

Our international vice president, Brother E. Ingles, visited us recently. Gave a fine talk on current events. It certainly is astonishing how capital is fighting to retain the whip hand over the man in the street (the forgotten man), you and me. But, Brothers, we shall win out in the end, if we stand together.

Brother George Hope, is our business manager. You will remember him at the Florida convention—Palm Beach suit, Panama hat, etc. Yes, George is still our man of affairs. All our contractors know him. He did not get a new car this year—waiting for Ford's new Diesel engine job.

We are waiting patiently for the speed boat races here next month, but are not saying anything this year.

Have not seen much of our local Brothers from L. U. No. 58, across the creek. Suppose they are satisfied with what Mr. Roosevelt gave them when the new deal started. Hats off to this gent, says I. It does one good to hear and read how things are moving in Uncle Sam's country. And more especially the direction in which they are moving.

It is surprising the number of tires that are bought just when our members are called upon to pay dues.

Bridge is the game at the Labor Temple. Our team has asked me to issue a challenge to all comers. One of our members is writing a book on the game. The Blue Beaver is expected to be on display next month. Cheorio.

BILL COLSON,  
Financial Secretary.

Given a government with a big surplus and a big majority and a weak opposition, and you would debase a committee of archangels.—Sir John A. MacDonald.

Moderation in prosperity argues a great mind.

## Listing the Loudest and Faintest Noises Ever Heard

By E. E. FREE

Measurements of some of the loudest and faintest noises in the world and of many familiar noises in between are listed in a new "noise thermometer" prepared by the E. E. Free Laboratories, of New York City, and published by the American Institute of Physics. Expressed in the new units of "decibels", representing the degrees of the noise thermometer scale, a boiler factory rates 105 to 115 of the decibel degrees; even louder than thunder, which averages only about 95 of the same units. A lion can roar as loudly as average thunder, for this roar has been measured as 95 decibels. A dog barking, piano practice and even ordinary conversation at a party, may be as loud as 70 decibels, which also is about the average noise of a city street.

The loudest noise in the world unfortunately was never measured. It is believed to have been the explosion of the volcano of Krakatoa in 1883, the noise of which was heard nearly 3,000 miles away and was proved by delicate instruments to have traveled seven times around the earth. When Krakatoa blew up the new instruments for accurate measurement of noise in the decibel units had not been invented but calculations based on the distance at which the Krakatoa noise was heard indicate that it may have equaled 180 or 190 decibels.

At the other extreme, the faintest ordinary noise is the rustling of leaves in a slight breeze in an unoccupied forest. This is listed as about 17 decibels. Insects or other animals make most actual forests considerably noisier. For example, one purring cat makes a noise of about 25 decibels. In an underground vault in New York City, at night and with every possible source of sound avoided, instruments still registered 22 decibels, due to noises carried through the city's foundation of solid rock. Anything near an absolute zero of noise is impossible if even one human being is present, for measurements show that the beating heart and the circulating blood inside one human body make a noise of 10 to 15 decibels.

Like below-zero temperatures, noises below zero are theoretically possible, since the zero of the standard noise thermometer is set to correspond with the faintest noise which average human ears can hear when protected from all outside noise by a sound-proof telephone receiver. On earth this probably is the actual zero of noise, for it has been computed that continual movement of the atoms of matter creates a tiny noise about of this intensity. In outside space, however, noise may be far below zero, just as is true of temperature.

The thousands of measurements of actual noises used for the scale of the noise thermometer have been made by electric noise meters, some of which have been developed by the E. E. Free organization. These noise meters now are used in factories to measure and control the noise of fans, vacuum cleaners and other machinery; by police or health officers to measure city noises, inspect noisy automobiles or control alleged noise nuisances; by musicians, singing teachers and students of public speaking to measure the exact loudness of music or speech, and for many other practical purposes.

### Some Records on the Noise Thermometer

Explosion of Krakatoa (doubtful)	about 190
	Decibels
Airplane engine and propeller	110 to 125
Boiler factory	105 to 115
Pneumatic riveter	100 to 110

Thunder	80 to 110
Roaring lion	95
Niagara Falls	95
Average motor truck, on street	80
Average electric street car, on street	80
Average horse-drawn vehicle, on street	80
Noisiest New York City street	81
Average city street	50 to 80
Average factory	50 to 90
Average city office	40 to 79
Piano practice	70 to 75
Vacuum cleaner	70
Dog barking	70
Average conversation	65 to 75
Radio music in home	40 to 80
One typewriting machine in small office	40 to 45
Average city residence	30 to 55
Average country residence	30 to 40
Turning page of newspaper	30
Whispering	25 to 30
Purring cat	25
Open country at night	20 to 25
Underground vault, New York City	22
Rustle of leaves in slight breeze	17
Noise of heartbeat, etc., of one person in sound-proof room	10 to 15

### WATCH MUSCLE SHOALS FOR DRAMATIC STRUGGLE

(Continued from page 368)

tributing electric power is a public business.

2. Private and public interests in the business of power are of a different kind and quality and should not be confused.

3. The interest of the public in the widest possible use of power is superior to any private interest. Where the private interest and this public interest conflict, the public interest must prevail.

4. Where there is a conflict between public interest and private interest in power which can be reconciled without injury to the public interest, such reconciliation should be made.

5. The right of a community to own and operate its own electric plant is undeniable. This is one of the measures which the people may properly take to protect themselves against unreasonable rates. Such a course of action may take the form of acquiring the existing plant, or setting up a competing plant, as circumstances may dictate.

6. The fact that action by the Authority may have an adverse economic effect upon a privately-owned utility, should be a matter for the serious consideration of the Board in framing and executing its power program. But it is not the determining factor. The most important considerations are the furthering of the public interest in making power available at the lowest rate consistent with sound financial policy, and the accomplishment of the social objectives which low cost power makes possible. The Authority cannot decline to take action solely upon the ground that to do so would injure a privately-owned utility.

7. To provide a workable and economic basis of operations, the Authority plans initially to serve certain definite regions and to develop its program in those areas before going outside.

8. The initial areas selected by the Authority may be roughly described as:

(a) The region immediately proximate to the route of the transmission line soon to be constructed by the Authority between Muscle Shoals and the site of Norris Dam.

(b) The region in proximity to Muscle Shoals, including northern Alabama and northeastern Mississippi.

(c) The region in the proximity of Norris Dam (the new source of power to be constructed by the Authority on the Clinch River in northeast Tennessee).

At a later stage in the development it is contemplated to include, roughly, the drainage area of the Tennessee River in Kentucky, Alabama, Georgia and North Carolina, and that part of Tennessee which lies east of the west margin of the Tennessee drainage area.

To make the area a workable one and a fair measure of public ownership, it should include several cities of substantial size (such as Chattanooga and Knoxville) and, ultimately, at least one city of more than a quarter million, within transmission distance, such as Birmingham, Memphis, Atlanta, or Louisville.

While it is the Authority's present intention to develop its power program in the above-described territory before considering going outside, the Authority may go outside the area if there are substantial changes in general conditions, facts, or governmental policy, which would necessarily require a change in this policy of regional development, or if the privately-owned utilities in the area do not co-operate in the working out of the program.

Nothing in the procedure here adopted is to be construed in any sense a commitment against extending the Authority's power operations outside the area selected, if the above conditions or the public interest require. Where special considerations exist, justifying the Authority going outside this initial area, the Authority will receive and consider applications based on such special considerations. Among such special considerations would be unreasonably high rates for service, and a failure or absence of public regulation to protect the public interest.

9. Every effort will be made by the Authority to avoid the construction of duplicate physical facilities, or wasteful competitive practices. Accordingly, where existing lines of privately-owned utilities are required to accomplish the Authority's objectives, as outlined above, a genuine effort will be made to purchase such facilities from the private utilities on an equitable basis.

10. Accounting should show detail of costs, and permit of comparison of operations with privately-owned plants, to supply a "yard-stick" and an incentive to both private and public managers.

11. The accounts and records of the Authority as they pertain to power, will always be open to inspection by the public.



# IN MEMORIAM



## Frank Emanuel, L. U. No. 3

It is with regret that we, the members of Local Union No. 3, I. B. E. W., are called upon to record the passing from our midst of our Brother-member, Frank Emanuel.

Whereas because of the long and intimate relations held with him in the faithful discharge of his duties in this organization as an officer for a period of 20 years it is eminently fitting that we record our appreciation of him.

Whereas the wisdom and ability which he exercised in the aid of our organization by services, contributions and counsel will be held in grateful remembrance; therefore be it

Resolved, That the sudden removal of such a life from our midst leaves a vacancy and shadow that will be deeply realized by all the members and his friends and a serious loss to the local union; be it further

Resolved, That with deep sympathy to the bereaved relatives of the deceased, we express our hope that even so great a loss to us all may be overruled by Him who doeth all things well; and be it

Resolved, That a copy of these resolutions be spread upon the records of this organization, a copy printed in the Electrical Worker, the official Journal of the I. B. E. W., and a copy forwarded to the bereaved family.

G. W. WHITFORD,  
Recording Secretary.

## William E. Clark, L. U. No. 68

Whereas the members of Local Union No. 68, International Brotherhood of Electrical Workers, deeply regret the sudden passing of Brother William E. Clark; therefore be it

Resolved, That this local union pay tribute to his memory by recording our sincere sympathy with his family in their bereavement; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy spread upon our minutes, a copy sent for publication in our official Journal and that our charter be draped for a period of 30 days.

S. HAWKINS,  
E. O. WILLIAMS,  
J. FISHER,  
H. F. WARREN,  
J. J. MURPHY.  
Committee.

## Fred Coupland, L. U. No. 17

It is with deep sorrow and regret that the members of Local Union No. 17, I. B. E. W., mourn the death of our Brother, Frederick Coupland; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy be spread upon our minutes and a copy be sent to the Electrical Workers Journal for publication; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days.

WILLIAM FROST,  
SETH WHITE,  
EDWARD J. LYON.  
Committee.

## Robert D. Armbruster, L. U. No. 211

Whereas it has pleased the Almighty God, in His infinite wisdom, to take unto His bosom our beloved friend and Brother, Robert D. Armbruster; and

Whereas we, the members of L. U. No. 211, deeply mourn his passing and extend our heartfelt sympathy to his wife and family in this, their dark hour of sorrow; therefore be it

Resolved, That our charter be draped for a period of 30 days in memory of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy be spread on the minutes and a copy be sent to our official Journal for publication.

FRANK SCHWICKERATH,  
WALTER E. CAMERON,  
D. C. BACH.  
Committee.

## W. A. Peck, L. U. No. 561

It is with deep sorrow and regret that the members of Local Union No. 561, I. B. E. W., mourn the death of our Brother, W. A. Peck; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy to be spread upon our minutes, and a copy to be sent to the Electrical Workers Journal for publication; and be it further

Resolved, That the charter of this local union be draped for a period of 30 days.

H. RUSSELL,  
A. L. TAYLOR,  
M. McSHANE.  
Committee.

## Irving C. Robb, L. U. No. 210

It is with deep sorrow and regret that the members of Local Union No. 210, I. B. E. W., mourn the untimely death of our Brother, Irving C. Robb, who died while performing his duties; therefore be it

Resolved, That the members of Local Union No. 210 do extend their heartfelt sympathy to the family in their hour of sorrow; and be it further

Resolved, That our charter be draped for a period of 30 days in memory of our Brother, also a copy of these resolutions be spread upon our minutes and a copy to be sent to the official Journal for publication.

J. WARREN WHITE,  
H. C. WERNITZ,  
JOSEPH W. KERSHAW.  
Committee.

## Fred Andrews, L. U. No. 195

Whereas Almighty God, in His infinite wisdom, has deemed it best to remove from this earth our esteemed and beloved Brother, Fred Andrews; and

Whereas the members of Local Union No. 195, I. B. E. W., deeply mourn his loss; therefore be it

Resolved, That in this hour of trial and sorrow we extend to his family and relatives our sincere sympathy and condolence; and be it further

Resolved, That the charter of Local Union No. 195 be draped for a period of 30 days out of respect for the memory of our late departed Brother, Fred Andrews; and be it further

Resolved, That a copy of these resolutions be sent to the relatives of our late Brother, a copy be spread upon the minutes of Local Union No. 195 and that a copy be sent to the office of the International Brotherhood with the request that it be published in the official Journal.

JOHN J. THIELEN,  
Recording Secretary.

## Harvey A. Walker, L. U. No. 309

Whereas, it has pleased the Almighty Father, in His infinite wisdom, to take from our midst our esteemed Brother, Harvey A. Walker, who departed from this life on August 7, 1933; therefore be it

Resolved, That Local Union No. 309, I. B. E. W., extend its sincere sympathy to his wife and family; and be it further

Resolved, That the charter of Local Union No. 309 be draped for a period of 30 days; and also be it further

Resolved, That a copy of this resolution be sent to his family, a copy be spread upon the minutes of Local Union No. 309, and a copy be sent to the official Journal for publication.

W. MYERS,  
GEORGE LANXON,  
W. H. ORTON.  
Committee.

Science, when she has accomplished all her triumphs in her order, will still have to go back, when the time comes, to assist in building up a new creed by which man can live.—

—John Morley.

## DEATH CLAIMS AUGUST 1 TO AUGUST 31, 1933

L. L.	Name	Amount
30	J. W. Burns	\$1,000.00
134	E. C. Becknase	1,000.00
L. O.	F. S. Roney	1,000.00
347	C. Thulin	300.00
46	E. Hedberg	1,000.00
103	J. H. Wheeler	1,000.00
17	F. Coupland	1,000.00
134	E. J. McGann	1,000.00
195	F. Andrews	1,000.00
134	R. Zabroski	1,000.00
I. O.	J. D. Rather	1,000.00
333	R. A. Libby	650.00
9	R. J. Bergeron	1,000.00
17	D. Raby	1,000.00
164	C. Schofield	1,000.00
104	H. N. Purdy	1,000.00
134	J. C. Koenig	1,000.00
3	F. Emanuel	1,000.00
I. O.	R. Kennedy	1,000.00
210	I. C. Robb	1,000.00
I. O.	Wm. L. Hinkle	1,000.00
3	Benj. Klein	1,000.00
L. O.	F. T. Greenfield	1,000.00
134	Geo. Schulman	1,000.00
3	J. F. McCaffrey	1,000.00
38	G. F. McCord	1,000.00
3	R. Wengler	1,000.00
104	Edw. Delaney	1,000.00
209	W. C. Dunn	1,000.00
27	O. Y. Miles	1,000.00
402	D. C. Allen	1,000.00
68	Ora Westlake	1,000.00
17	F. Reese	1,000.00
134	F. Dale	1,000.00
211	R. D. Armbruster	1,000.00
35	G. R. Gage	1,000.00
134	J. P. Lynn	475.00

Claims paid August 1 to Aug- ust 31, 1933.....	\$35,425.00
Claims previously paid.....	3,091,986.10
Total .....	\$3,127,411.10

## HOLLYWOOD COMES TO CENTURY OF PROGRESS

(Continued from page 371)

Leo was captured at one year of age in the Nubian country of northeast Africa. He now weighs 550 pounds and eats from 10 to 30 pounds of raw meat daily, the amount being governed by temperature and activity.

One of his two round-the-world trips was made, excepting the water routes, entirely by truck, 190,000 miles in 32 months. How's that for an unique travel tour? He has also traveled by air, ship, rail, buggy, auto, and camel back. His air record is astounding—250 flying hours, six crack-ups, and two parachute drops. In one crack-up, 12 of his bones were broken and three teeth knocked out. He was strapped to a table in a plaster cast, and remained in the hospital for two months. Leo has also been shipwrecked, trainwrecked, and auto-wrecked in production work.

This famous lion gets a real kick out of public appearances, and especially loves to work to an audience of children. Leo's intelligence is given a double A rating by the knowledge that he was the only animal actor able to adapt himself from the old vocal method of direction to the present lip movement direction, necessitated by sound pictures. King Leo still reigns!

Here's Charlie David, the camera man. Many times a day he is asked the cost of the camera. When told \$3,400, they usually smile and walk away with the thought of theatrical figures in their mind. However, it happens to be a fact. The accuracy with which these machines must be built, and the limited market available makes mass production out of the question.

A motion picture camera is used only about one hour a day on production, the rest of the time being consumed in rehearsals. A motion picture camera runs at the rate of 90 feet a minute and must maintain this speed to preserve the tone quality of the sound. Variation in speed will change the pitch of a normal voice from low bass to high tenor; variations are controlled by a tachometer on the sound outfit.

The sound outfit controls the synchronous motors on the camera and sound recorder. When the assistant calls, "Up speed" the camera and sound are perfectly harmonized.

As to camera accuracy, the shuttle movement must pull the negative down past the apparatus at the rate of 24 frames per second (16 frames per foot). When you consider that each picture on the film must come to an absolute stop while the exposure is being made (which is about 50 per cent of the 24th of a second) you will realize the necessity for accuracy. Again, when you consider projecting a picture from .600 inch by .800 inch to an average screen of 16 x 20 feet, it is magnified about 125,000 times.

Another item in camera construction is convenience in lens changing to get quick set-ups for the director. Although a two-inch lens is about the standard focal length, we are often called upon to switch to anything from one inch to 12 inches, and still be able to focus quickly. This is accomplished with a set of turret lenses on the front of the camera, arranged to revolve so that the operator may pick the one to suit his purpose.

Several other facts are of interest in movie cameras. There are 1,000 feet to a reel. A feature picture of two hours consumes eight reels. Usually, 40,000 feet of film are used to get one feature picture. The range of enlargement is 200,000 times, yet the object thus magnified can be projected on a screen the size of a postage stamp. My friends, let us respect the movie camera.

Burton Holmes, famous travelogue lecturer, is here, taking care of sound recording with his R. C. A. Victor "High Fidelity" recording system. His work also has an interesting note. In making a sound picture the camera is driven by a three-phase motor which is controlled by the sound man and interlocked with the recorder. The recorder is driven by a one-tenth horsepower, 220-volt, three-phase motor, recording the sound on a separate film which, after development, is printed together with the camera negative on another positive film for reproduction. The sound picked

up by the microphone is brought through a four-position mixer panel into the recording amplifier which terminates on a dry type mirror galvanometer.

The galvanometer reflects a beam of light from a constant light source through a slit and an optical system to the film, making a symmetrical variable area track of the actuating frequency. The apparatus also includes a filmphonograph which reproduces a sound track for rerecording purposes, and a 16-millimeter recorder mounted on the same frame. It is driven by one motor. This apparatus is used for rerecording 35-millimeter sound track to 16-millimeter track. This is done by running a 35-track in the filmphonograph.

The Morris Sound Laboratories have an educational exhibit of their products in the foyer of the sound theater. They have a complete vitaphone disc recorder, also complete channel of Western Electric speech input studio equipment. This installation is used to demonstrate the recording procedure of sound on disc in talking picture work. A prepared program is given to show the audience just how sound is picked up, recorded and played back. A regular recording type of condenser microphone is suspended from a "boom". The sound is picked up with the microphone above the top margin line of the camera. The sound is then fed to a wax cutter through the sound apparatus connected to which is a volume indicator for visually measuring sound volume, to enable the "mixer man" to "ride gain"; this means to control volume input to the cutter to prevent overloads of sound and to bring up low passages so that they will be readily heard and understood. After a scene has been shot, this wax impression is reproduced as a "playback" for the director to check up on quality and quantity of sound recorded.

With this wealth of scientific improvement in film and radio technique at your disposal, with the picture making, floor shows, ballet dances, and radio broadcasts to refresh and entertain you, all placed in glorious, glamorous Hollywood at A Century of Progress, you are invited, my friends, to join us. Come and share our enthusiasm in this home of beauty and beauties.

#### AS THE RANK AND FILE SEE N. R. A.

(Continued from page 366)

1933. Men had to be put back into jobs, therefore work must be provided. The public works program was established. Municipal, state and federal works are to be financed out of a federal \$3,300,000,000 fund. The financing of the fund is to be out of special taxes.

But right then it was realized that no matter how much money the government would spend, it would be impossible to absorb even a fair percentage of the unemployed millions, so industry must be enrolled to take up the slack. Wages must go up, because the cost of living is

going up. If wages in industries rise, costs will rise, selfishness in industry must be controlled, therefore the N. R. A.

#### 3. What is the N. R. A. trying to do and how is it trying to do it?

**Answer.** The N. R. A. is attempting to set up voluntary codes of ethics for each industry. When their codes are adopted they become law.

These voluntary codes define every essential for the government of an industry and are representative. To illustrate, they prohibit unfair, cut-throat competition. They set up the maximum number of hours per week and per day each employee should work. The minimum rates of wages per hour, day and week that each employee should receive are established. They provide for the right to collective bargaining between employers and employees. They inaugurate working conditions. They abolish child labor. They create employment. They create purchasing power (1) by placing people in jobs, (2) by increasing the weekly pay income of every one employed.

The methods the N. R. A. is using in accomplishing the required results are—

1. By urging all business to voluntarily join their respective associations.

2. By exemption of business from the provision of anti-trust laws.

3. Establishment of labor, industrial, consumers and advisory boards.

4. When a code is adopted by an industry and presented to the Administrator a date is set for a hearing.

5. At the hearing any one concerned with a particular industry can participate in the enlightenment of the writing of the code. Open public hearings are held.

6. By appeals

(a) To self-preservation.

(b) To patriotism.

(c) To overcome the depression.

#### 4. What are the economic conditions today?

**Answer.** Economic conditions today are chaotic. While the swing is upward, industry has not yet caught up with all the N. R. A. is attempting to accomplish. It is just like climbing a steep, narrow mountain trail. When you get to the top of the mountain you can see the entire view. So with the N. R. A. We will only be able to see its effects when the Blue Eagle wings across the entire nation.

#### 5. What were the economic conditions in May, 1929?

**Answer.** While there were some storm warnings of the unsoundness of the economic set-up, yet, almost everyone was under the impression that we had reached a stable prosperity, and the warnings were unheeded. People thought prosperity was here to stay.

#### 6. What do we as individuals want or expect?

1. Peace of mind.

2. Good health.

3. Respect and love of wife and children.

4. Respect of our neighbors and friends.
5. A job.
6. Compensation comparable with ability, effort and energy expended.
7. Compensation sufficient to meet expenses.
8. Security and continuity of employment.
9. Opportunity for advancement in employment.
10. A vacation each year.
11. Opportunity for study.
12. Absolute freedom of action.
13. Right to expression and performance of one's wishes.
14. Financial security in old age.
15. An automobile.
16. Travel.

**7. What are causes of change of May, 1929?**

**Answer.** The failure of prosperity to continue.

- (a) Overproduction.
- (b) Underconsumption.
- (c) High tariffs.
- (d) Over-valuation.
- (e) Unbalanced distribution of wealth.
- (f) Greed, selfishness and superiority.
- (g) Mass production, but no mass consumption.
- (h) Automatic machinery.
- (i) Efficiency.

**COMPANY UNION HOAX LAID BARE**

(Continued from page 369)

ployer, with characteristic inconsistency, affiliates nationally with other employers in his industry. He joins state and national manufacturers' associations and special industrial associations. He does this while at the same time doing everything possible to prevent his workers from joining any association not controlled completely by the immediate corporation. Through his state, national and special employers' associations, the employer carries on unceasing propaganda and campaigns of education and advertisement against public ownership, social legislation, civil liberty, real unionism, labor laws and everything that has been either achieved or advocated by the real labor movement. At the same time, he forestalls any effort of his workers to join the national labor organizations that are striving at least to bring some measure of relief to the workers through legislation, thus nullifying any activity along these lines by the company union. The company union is aimed not only at the trade unions as a power in the shop, but at the whole trade union movement in its legislative and political phases. A victory for company unionism in America would not only destroy the trade unions as an economic force, but end all hopes for a labor party representative of the wishes of the workers. This leads to a further point that can scarcely be over emphasized. The employers count on using the company union as their most effective educational agency for the inculcation of our system of rugged individualism, and a reactionary political

philosophy. They would make of every worker an ardent worshiper of the present competitive system of exploitation. They desire to develop in the mind of the worker a suspicion of trade unionism, of public ownership, of any effort to regulate or control the tremendous power of our present industrial system.

**Mr. Trapp:** Do you think the employer uses the company union as a means of controlling the worker in his political, social, and economic attitude?

**Mr. Knerr:** Yes. Every advocate of company union employee representation lays great stress on the moderating and educating effects of the plans and the facilities they offer for reaching and directing the minds of the workers into conservative ruts, so much for the broader aspects of organized labor's case against the company union. This picture is not complete, however, unless we add some of the characteristics of the plans themselves, their inherent weaknesses, and how workers are misled thereby. All these indictments cannot be brought against each and every plan. But they are sufficiently widespread to be cited as significant drawbacks and defects which serve to complete and confirm our conviction that company union employee representation is one of the major menaces to the American trade union movement and our democratic form of government. We will discuss this phase more fully next Monday night. Certain employers, in view of President Roosevelt's Industrial Recovery Act, are now forming company unions and thus they hope to defeat and evade the law. The law, fortunately, has very definite provisions regarding company unions. How ridiculous to have the employers organize into national trade groups for the purpose of doing away with cut throat competition and then to refuse the wage earners the right to organize into national trade unions and thus have a plan of real collective bargaining. The bill, as passed by Congress, will enable the wage earners to join the A. F. of L. without interference. It spells the end of the company union. It means a new deal and leads in the direction of a planned industrial system. Next Monday night we will continue this discussion and give a more complete picture of the weakness of the company unions. **Mr. Trapp,** we thank you.

**Mr. Trapp:** Thank you, Mr. Knerr. You have thrown considerable light on the subject. During our next discussion I shall ask you for further details. The impression so far conveyed is that company unions are an employers' device to defeat the purpose of the real trade union. In the company union the relation of worker to employer is like that of the feudal serf to his lord. If the master is a benevolent one, or if it works to his own self-interest, the workers may be treated fairly. If not he has no recourse whatever. The trade union is a more truly democratic institution, conducted by and for the worker, and national organization on the trade union plan puts the worker more nearly on a status of equality with the employer. Such is the impression gained thus far from your analysis. But I am wondering whether or not a different solution might be worked out, and look forward to the chance to ask further questions.

**Continuation of Discussion,  
Monday, June 21, 1933**

**Mr. Trapp:** Wherein does the company union violate the principle of co-operation?

**Mr. Knerr:** As I told you last week, the company union is a company-created em-

ployee group. Of course, a good many corporations are deeply interested in the welfare of their employees, and they perform extensive social work for them. The employees, however, have very little, if anything, to say about it. This is a violation of the fundamental principle of co-operation. This is to say, working together, and is based on the conception of the business owner that he knows better what is good for his employees than they know themselves—a conception which, even if it should be true, would necessarily lead to the resentment of those who, by implication, are given to understand that they do not know what is to their best interest, but have to have a guardian. This is the most serious defect of much of today's social work in the corporation; it deals with the things which the employer believes the employees want or should want, but not with what they wish, and thus it is tainted in the opinion of the average workman, with paternalism and charity. The employer hands the employee his ready-made plan for a company union and tells him he must not join a trade union outside the company-created union.

**Mr. Trapp:** Can you briefly cite instances where the employer controls the activities of the company union?

**Mr. Knerr:** I can cite you many instances. In fact, it is the rule rather than the exception that the company unions are used by the employer to keep the workers satisfied, no matter how unfairly they may be treated. I will cite you one case which is typical of all company unions. A certain oil company of California makes agreements with representatives of its employees and maintains shop committees authorized to adjust grievances in conjunction with the management. The minutes of a conference between representatives of the company and the employee delegates is of interest chiefly because of the sharpness with which it illustrates the refusal of the company union corporations to permit the workers an outside representative to speak for them in negotiations. The employee delegates had requested that such a spokesman be allowed to represent them in the conference. They said that all the men in the field wanted it; that the 16 delegates were unanimously in favor of it; that it was of most vital importance for them to have such a spokesman. They argued that the company could and did employ statisticians and lawyers and experts to prepare wage data for the conference; that the workers were without such resources. It was unfair. To this the management's representatives replied that introducing such an outsider would spoil the friendly feeling between the company and the men. Said the chief company spokesman: "We must say definitely and positively that we cannot consent that you have any other than the employees to consider this matter. Further consideration upon this point is a waste of your time and our time, because it is a cardinal principle with us." To this the employees replied: "None of us are skilled in debate. None of us are able to present our side the way we think it should be presented." The company replied: "Meet us alone, without any outside spokesmen, or the meeting is off." This is the company union method of so-called collective bargaining.

**Mr. Trapp:** Do you think the employers discriminate against employee members of company union committees if they become pronounced and fight to establish and maintain higher standards?

**Mr. Knerr:** Yes, they do. We could cite many specific instances where the man taking up a case to his foreman or his superintendent for adjustment, has failed to

work for the company very long thereafter. A typical grievance presented by the employee delegates to the conference of a California oil company union was as follows: In one district a man was discharged. He felt unjustly so, and he took it up with the shop committee. The shop committee was told by the superintendent that once a man was discharged he automatically was removed from under the terms of company union agreement and has no redress. There was no appeal, no chance for appeal. Another worker for this same company reported: "At a conference called a year ago in one of the districts, the call for the election was phrased rather peculiarly. One of the employees came in with his ballot and marked it, and the superintendent commented very caustically on the marking of that ballot, standing not three feet away from the man who voted. And because the man resented this, he was not long in being removed from beyond the jurisdiction of the company union. There are numerous instances where members of the company union committee are favored with promotion, etc. There is no question about discrimination against active members in the company union.

**Mr. Trapp:** Will you conclude and summarize the principal objections and weaknesses to the company union? Also, I would like to have you state whether or not the A. F. of L., under its present plan of craft unions, can successfully combat the company unions, or will they be obliged to eliminate the craft union plan of organization and change to the plan called the industrial union, or mass organization covering one particular industry as a whole without craft division?

**Mr. Knerr:** As to the first part of your question, a summary of the main objections to company unions is, in brief, as follows:

1. Employees under company union works council plan are usually not permitted to hold separate meetings. In the first place, no mass meetings of workers to discuss shop problems and grievances are permitted. In the second place, separate meetings of workers' committeemen or delegates to joint conferences are usually prohibited. They are forced to enter joint committees; to face representatives of the corporation, without any previous consultation with each other or the opportunity to reach an agreement as to their demands or programs.

2. Because of this absence of separate meetings it is usually impossible for the workers to instruct their delegates to the joint conference or to force them to run on any platform except that of personal popularity. As a result it is not difficult for management to win over some weak or conservative worker to vote with it on matters of real importance. The will of the workers—if they have any—in the absence of meetings and methods of developing a plant public opinion, can thus be checked by a single company man or one who in some instances may be even an espionage operative or company stool pigeon.

3. The fact that the worker is paid by the very company he is supposed to be bargaining with; the fact that bribes or various subtle rewards can be offered him; the fact that reprisals and discrimination have been practiced on company delegates—all these are matters which count heavily against the plan in spite of all the promises and fair words of corporations.

4. Practically every plan limits the subjects that come within the sphere of the delegates' legislative powers. Usually their discussions are confined to safety, awards, athletics and recreational activities. Matters which are definitely outside the field

even of mutual discussion, vary with the company and the type of plan. These subjects which are vital include wages, hours, overtime pay, working rules, employment hiring and firing, transfers and similar matters. The delegates may debate for hours over the style of fixtures to be introduced in the company club house, but over the vital issues some of which have just been mentioned, many of the plans bar all discussion.

5. Most plans are purely advisory or consultory. The workers, no matter how wide the range of subjects discussed, have only the right to deliberate and to talk. The final vote, or veto, rests with the company officials whose managerial powers are never encroached upon. In fact, some companies frankly admit these limitations and openly declare, "We can allow the workers great leeway in questions discussed so long as we have the final vote. We can permit them to discuss almost any question."

6. Presiding over joint committees is usually the personnel manager or some other salaried agent or executive of the company. He and the foreman usually guide the discussion. A company man usually keeps the books and records and acts as secretary of the joint committee. In fact, in most plans the secretaries of the various standing committees are appointed by the management.

7. Finally, the workers are often forced into the plan without consultation or explanation and against their better judgment or desires. The meetings are almost invariably held on company property and under circumstances which give the worker the feeling that he is under the roof of the management—a sort of guest who should display the best manners and not disturb the atmosphere of complete harmony.

My answer to the latter part of your question as to whether or not the A. F. of L. can counteract the growth of the company union is: I am personally convinced that the company union will not be wrested from its position in American industry by anything except energetic campaigns to organize the unorganized into industrial unions. I believe the A. F. of L. can and will be made into fighting, industry-wide organizations that will conquer the company unions and use the shop committee as an instrument in the struggle for a more equitable distribution of the things the worker produces.

This, of course, is a challenge to the A. F. of L. which is unmistakable. The job must be, and I think is being, tackled in a constructive way. The trade union movement exists to arouse every American worker from his apathy and one of the chief obstacles to be overcome in this struggle undoubtedly is the company union, and the psychology which it germinates. Every energy and force possessed by the American trade union movement is demanded in the campaign to destroy the company union. Before the trade union movement can really become constructive, it must attend to the necessary task of establishing, as a matter of absolute right without hindrance, dictation or opposition, the right to organize into independent trade unions free from company direction. Unless they succeed in accomplishing this the prospects for a labor party are practically nil. Before we can have a real, independent labor party in the United States, the wage earners must first establish the right to organize industrially. The A. F. of L. is the one bona fide organization to do the job. They have several industrial unions now, such as the United Mine Workers, where all employees in a coal mining district belong to one and the same union, the craft division being eliminated. Also, the

metal miners have a similar set-up. The Allied Printing Trades are approaching the scheme of the industrial union, and numerous other crafts, such as theatrical employees, are gradually evolving into mass organizations.

I personally feel much encouraged and feel that the A. F. of L. will be able to, and is, meeting the need for change. It ill becomes anyone who is a wage earner to remain on the outside of the A. F. of L. and criticize. Every wage earner is eligible to join and they should do their part and thus establish the right to help reform the American labor movement by being a part of it. I think this answers all of your questions.

## Lack of Vitamin May Cause Gray Hair

That premature gray hair may be due to lack of some vitamin-like material in the food, just as lack of one of the vitamins causes the softening of the bones which constitutes the disease called rickets, is suggested by researchers of M. A. Bakke, Mlle. V. Aschehoug and M. Chr. Zbinden, reported to the Academy of Sciences in Paris by Professor Gabriel Bertrand.

In experiments planned for a different purpose, ordinary black and dark gray rats were fed on diets containing all vitamins known to be necessary but made of purified or synthetic foods instead of natural materials like vegetables and grain. To the investigators' surprise, the black coats of the animals began to turn silver gray. This may happen, the experimenters knew, because of bad health, but the rats in this instance were perfectly healthy, as was confirmed by blood tests. Some other cause of the premature grayness was sought and found, it is believed, in the too perfectly purified food. In preparing the starchy part of the grain for the rats' diet, for example, all accidental impurities were removed, the necessary vitamins then being added artificially to the purified starch. When this procedure was changed and some of the natural oil of the grain restored to the rats' diet, their grayness vanished and the animals returned to their former blackness.

It is probable, Professor Bertrand and the others believe, that some unknown material, perhaps a new and unsuspected vitamin, exists in the natural grain oil and is necessary for natural color of the hair. If this material is lacking hair turns gray. Since rats belong to the same class of animals as do human beings and have the same kind of hair, similar conclusions may apply to human grayness also.

This London City, with all its houses, palaces, steam-engines, cathedrals, and huge immeasurable traffic and tumult, what is it but a thought, but millions of thoughts made into one—a huge immeasurable spirit of a thought, embodied in brick, in iron, smoke, dust, palaces, parlaments, hackney coaches, Katherine Docks, and the rest of it! Not a brick was made but some man had to think of the making of that brick.—*Carlyle.*

The truth is, progress and reaction are but words to mystify the millions. They mean nothing, they are nothing, they are phases and not facts. In the structure, the decay, and the development of the various families of man, the vicissitudes of history find their main solution—all is race.

—*Disraeli.*

Manhood, not scholarship, is the first aim of education.—*Ernest Thompson Seton.*

**BATTLE OF STATISTICIANS OVER  
MAN-LOSS**

(Continued from page 350)

lieve it will. Nineteen twenty-nine was not a normal year, and the fact that men displaced during the dull periods of 1921, 1924 and 1927 were largely re-engaged in something less than two years is no fair basis for judging that a similar recurrence is soon probable. On that basis we should have been well out of this depression long ago. It would require prosperous times indeed to take up the present labor slack in anything like a year and a half or even more.

There is another influential factor of which no account is taken in this study. Out of the 7,000,000 increase in the number of persons gainfully employed in the United States since 1920 at least one million would normally have sought employment in the manufacturing field. This addition to our population has no representation whatever in the factory unemployment figures given in the analysis. One million is a rather large figure when stood up against the mere hundreds of thousands which Weintraub claims are unemployed in this important industry. It is just another proof of the statistical absurdity of the entire study.

The assumption that the difference between total unemployment and technological unemployment represents unemployment which is due to the fluctuations in the volume of output is certainly open to criticism. What about the influence of newly rising industries, of which there have been so many in the past decade? Take rayon for example; here employment rose 50 per cent between 1927 and 1929 alone, a veritable mushroom growth. What of merging, what of old decaying industries? The carriage, the non-electric bell and a host of other factories have become practically non-existent during our interval. What of the effect of industrial accidents—fires and explosions which cripple or completely wipe out plant operations? Coal and other mines are probably more exposed to disabling plant catastrophes than any other one type of industrial enterprise in the world. What of the tremendous occupational shift, witnessed in the last 10 years, from production to the sales and service groups? The flocks of garages and auto service stations which have come to dot our roadsides have influenced the labor supply in nearly every other line of work. What of the effect of industrial disputes and the many, many other factors? Each one plays its part in the constantly changing ratio which unemployment bears to employment. Are they to have no representation in a statistical analysis of the problem?

It would have been a much fairer approach, we believe, had Mr. Weintraub been able to find some independent method of measuring the purely cyclical changes in employment and added that information to the technological changes, frankly calling the result "employment fluctuations due to

shifts in efficiency and volume of production." As it is, we do not know what is included in his figures for cyclical changes beyond the fact that they contain everything which he has not specifically segregated as technological variation.

In conclusion let us say that the study is of interest because it is practically the first attempt to allocate unemployment in certain fields to definite causes. But too much faith must not be placed either in the figures or in the method. The analysis reminds us of the old time "science" of metaphysics. The original data is neither homogeneous nor accurate. The conversion of the time unit to the weekly basis introduces a strong pro-industrial bias. Several glaringly false assumptions are made. A host of influential factors are disregarded. Many of the most important conclusions are based upon good years rather than upon the entire period. If we are to weed out the effect of bad years, why not throw aside the data for abnormally prosperous years also? We remain of the opinion that we still need a good method of measuring the extent of unemployment, the inroads made by the machine upon the working man's job and the effect of all the other causes of idleness.

The leader for the time being, whoever he may be, is but an instrument, to be used until broken and then to be cast aside; and if he is worth his salt he will care no more when he is broken than a soldier cares when he is sent where his life is forfeit in order that the victory may be won. In the long fight for righteousness the watchword for all of us, is spend and be spent. It is a little matter whether any one man fails or succeeds; but the cause shall not fail, for it is the cause of mankind. We, here in America, hold in our hands the hope of the world, the fate of the coming years; and shame and disgrace will be ours if in our eyes the light of high resolve is dimmed, if we trail in the dust the golden hopes of men. If on this new continent we merely build another country of great but unjustly divided material prosperity, we shall have done nothing; and we shall do as little if we merely set the greed of envy against the greed of arrogance, and thereby destroy the material well-being of all of us.—Theodore Roosevelt.

The consciousness of being loved softens the keenest pang, even at the moment of parting; yea, even the eternal farewell is robbed of half its bitterness when uttered in accents that breathe love to the last sigh.

—Addison.

We must not blame God for the fly, for man made him. He is the resurrection, the reincarnation of our own dirt and carelessness.—Woods Hutchinson, M.D.

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L. O.	56816	58410	66	321177	321185	161	85414	85429	288	790771	790795
1	2694	2695	66	799499	799713	163	8251	8333	290	5036	5941
1	74507	75640	67	937209	937224	163	13033	13038	291	335816	335840
1	132703	132711	68	72025	72150	163	530227	530250	293	72220	72229
1	963818	963822	68	153259	153300	164	268743	269100	295	918036	918044
2	25061	25180	69	532926	532929	164	812101	812250	296	653113	653122
3	A-J	1180-1196	72	958542	958544	164	812271	812535	298	6328	6337
3	A-3-H	22	73	880683	880738	167	628977	628978	298	27024	27088
3	A-4-H	363	76	785946	786000	169	631601	631610	298	870044	870074
3	C-J	66	76	936601	936620	173	651706	651719	300	625224	625228
3	O-A	2917-2976	77	862107	862245	174	628870	628876	301	273997	274008
3	X-G	16868-18794	80	891301	891338	175	653426	653450	302	60516	60525
6	141175	141185	81	885069	885120	176	335634	335635	305	915652	915669
6	848623	848820	82	52707	52827	177	534668	534707	306	650191	650201
7	204943		83	20841	20843	178	19100	19103	307	628581	628592
7	711048	711153	83	80304	80554	180	562454	562498	308	379345	379369
8	540562	540655	84	879911	879965	180	916201	916242	309	72921	73090
9	105871	106360	86	8001	8005	181	692034	692086	309	358974	359240
9	201524		86	101308	101309	183	635933	635962	311	9751	9768
10	627728	627742	86	14251	14409	184	150924	150925	311	740219	740250
11	80744	80748	86	336651	336770	184	444429	444444	312	653816	653864
11	258883	259034	86	815995	816000	185	867289	867346	313	202182	202195
11	878055	878245	87	885909	885915	186	34706	34717	313	449130	449183
12	801312	801321	88	475073	475094	188	432535	432539	317	17251	17276
14	37188	37195	90	726492	726597	190	637095	637111	318	908956	908985
15	864123	864135	93	935084	935090	191	935101	935112	319	114694	114703
16	58082	58092	95	640656	640669	193	60931	60932	321	933915	933927
17	20951	21000	96	155810	155828	193	357680	357865	324	633761	633770
17	79501	79980	96	682528	682607	193	852580	852681	325	9912	9913
17	50793	50794	100	26730	26731	195	837324	837447	325	675493	675543
18	24476	24499	100	108585	108614	196	66137	66198	328	648189	648220
18	133123	133133	101	284468	284472	197	583984	583995	329	910041	910057
18	842091	842946	103	16387	16410	200	800767	800828	332	836727	836876
20	301404		103	126572	126579	201	18113	18118	333	5351	5440
20	725642	725682	103	339511	339855	203	630700	630702	335	87691	87696
21	235358	235385	103	824439	824999	204	237485	237490	339	558657	558699
22	66887	66957	104	718182	718376	205	174505	174518	340	753697	753769
22	301052	361111	105	700086	700117	208	884276	884307	341	283872	283877
25	4151	4490	106	628181	628200	209	600351	600375	342	211651	522
25	556392	556475	106	919501	919508	210	9002	9082	342	644448	644469
26	6796	6855	107	912100	912114	211	261471	261620	343	54540	54550
26	27	29	108	117726	117750	211	882801	882910	344	51194	51213
26	32251	32477	109	41383	41391	212	29169	29187	345	888007	888013
26	205478	205500	110	78037	78149	212	808413	808500	347	862939	863034
26	204601	206438	111	915011	915031	212	808884	808919	348	64756	64844
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27	869514	869529	113	655292	655329	213	580021	580381	349	335755	335813
28	5594	5612	114	48218	48225	214	32376	32383	349	875475	875576
28	333978	334451	115	86837	86842	214	45002	45093	351	197646	197657
28	825915	826270	116	866354	866390	214	109501	109595	352	849153	849184
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31	59987	59988	120	319053	319062	215	652305	652333	353	695238	695250
32	627344	627349	124	77534	77810	217	56296	56302	353	876001	876224
33	63167	63170	124	160816	160841	219	013219	913221	354	656205	656217
34	60453	60463	125	69330	69750	222	861241	861256	356	623428	623429
34	778365	778441	127	857389	857394	223	12035	12097	357	53581	53586
35	310033	310051	129	304716	304766	224	549488	549518	363	711972	712005
35	724250	724328	129	814607	814659	225	654034	654059	368	638860	638873
36	657182	657227	130	76846	77031	226	916644	916670	369	652990	653051
37	458720	458740	130	145518		228	644357	644400	370	649630	649697
38	331338	332030	131	933316	933334	228	889501	889519	371	624408	624426
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40	64212	64452	134	54001	54042	230	883954	883905	373	655828	655842
40	361675	361804	134	54751	55500	231	031851	931866	377	29454	29456
41	205515	205533	134	55501	56250	232	227551		377	544629	545696
41	310775		134	56251	57000	232	935420	935445	379	51539	51546
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46	602861	603060	134	732748	732750	240	858119	858135	393	638333	638370
47	45255	45265	134	737228	737250	241	113767	113788	394	648059	648973
48	71384	71540	134	738642	738750	244	704475	704477	395	613225	613226
48	319833	319942	134	766170	766500	245	826719	826784	397	649971	650022
50	578716		134	770564	770870	246	650459	650478	400	873854	873930
51	909816	909845	134	771188	771572	252	771998	772027	401	911555	911607
52	327151	327475	134	855281	855600	254	434445	434449	403	626471	626476
52	328136	328650	134	858641	858750	255	56721	56726	405	917816	917841
52	828189	828218	134	859501	859781	255	245851	245852	406	680376	680399
52	820676	820988	134	859333	859500	256	200995	201000	408	752889	752940
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54	206978	206984	134	861001	861168	257	916845	916858	411	648356	648372
54	345490	345554	135	658369	658379	259	5569	5571	413	145256	145266
55	917158	917175	136	70	106	259	881505	881570	413	823887	823957
56	453585	453609	137	215906	215911	260	20682	20693	416	91311	91323
57	173112	173123	138	700920	700963	263	915970	915990	418	159384	159402
58	14116	14120	139	649360	649396	265	263517	263526	418	30825	3

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602	934501	934517	714	657365	657371	948	242107	242118	598—664636-640,
603	644730	644735	716	594771	594900	948—	751300	751344	651—
605	53369	53446	717	4504	4566	953—	912645	912654	655—
611	27046	27065	717	9808	9810	956—	83791	83796	849—746331-333.
613	43675	43684	719	825121	825149	958—	657440	657443	940—217973-990.
613	873546	873706	722	549932	549940	963—	38906	38930	1141—21969, 638680, 682-
614	732140	732145	723	742297	742348	970—	694595	694597	684—
617	795163	795181	727	657664	657672	971—	443218	443221	1141—690, 695.
619	630470	630490	728	66210	66258	972—	665252	665254	<b>VOID</b>
623	868656	868676	729	622563	622568	978—	74573	74577	298—27077.
629	674589	674622	731	632698	632700	991—	914417	914425	300—625221.
630	334823	334839	731	934801	934815	995—	632380	632400	307—379354.
631	559249	559287	734	10642	10787	1002—	932172	932209	325—9912.
632	648703	648724	734	82843	82846	1021—	79871	79879	332—836783.
636	553921	553951	735	663343	663347	1024—	82535	82535	335—87685.
640	335173	335194	757	615832	615846	1024—	682226	682276	342—644462.
642	142412	142423	762	647186	647210	1025—	649536	649538	343—54548, 54550.
644	933026	933045	763	635614	635624	1029—	620889	620908	347—862940, 984, 863016.
646	47539	47545	770	646453	646500	1032—	932712	932718	382—379974.
648	149879	149891	770	880201	880258	1036—	650830	650842	390—50950.
648	715268	715335	772	702415	702419	1037—	23266	23350	400—873915.
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658	39505	39508	787	626809	626839	1057—	482598	482612	501—819576, 596.
660	430994	431020	792	919226	919234	1072—	858883	858892	503—673096-097.
661	206121	206133	794	39623	39623	1086—	21001	21014	523—33507,
664	629264	629283	794	148981	148994	1086—	341982	342000	508, 515,
665	144091	144092	794	915486	915533	1087—	19658	19659	521—522, 530, 538-
665	658948	658964	798	954886	954900	1091—	636847	636862	539, 551, 555,
666	16501	16526	802	675691	675696	1095—	531807	531823	565, 574, 580.
666	65261	(Original)	809	49681	49684	1099—	645368	645374	532—760916, 978.
666	707956	708000	811	64647	64651	1101—	341966	341978	561—1731.
668	74853	74863	817	13501	13546	1105—	658351	658367	617—795164-165.
669	241817	241830	817	127767	127768	1108—	81763	81768	686—177502.
670	176014	176024	817	878798	879000	1118—	77394	77400	697—25680, 55686, 25698.
676	83201	83204	819	75888	75900	1118—	887101	887132	697—358228, 236, 251.
677	20131	20134	835	80332	80341	1131—	38671	38680	723—278, 286.
677	89998	90000	838	624556	624583	1135—	647429	647441	712—368717.
677	874501	874533	840	622930	622943	1141—	21970	21971	713—116245.
679	650248	650257	849	623594	623595	1141—	214519	214533	794—148904.
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685	604073	604096	862	650788	650811	1154—	911802	911819	1037—23286.
686	177495	177512	863	907923	907933	1156—	668178	668230	1090—645336.
688	18740	18749	864	665796	665847	<b>MISSING</b>			1141—241524.
691	908179	908186	865	684436	684488	9—	201517-523, 525-527,	57516, 575144, 575164,	1154—4566.
694	547358	547400	869	441226	441237	531-538, 540-543,	57615,	342157,	1154—81372.
695	914188	914204	870	671405	671530	545-550, 552-554,	173-174,	613321,	<b>BLANK</b>
697	25631	25707	873	909363	909369	555, 557-559, 562-	334-335,	423	28—334252, 826251-261.
697	358221	358310	885	30643	30648	575, 577, 579-580,	182-52772,	80407.	43—820147-150.
699	42239	42245	885	909181	909233	584-590, 593,	129—814609,	72145-72150.	540—69323-69325.
701	45568	45600	886	281065	281097	18—	24476,	735,	545—87685.
702	114001	114019	890	706454	706456	25—	4139-4150.	163—13038.	613—43662-43670.
702	868466	868500	892	637400	637413	100—	26729,	169—631606.	660—430951-430960.
704	212930	212944	900	597845	597849	107—	912099,	175—38729,	912—881-902.
709	89205	89209	902	918704	918730	111—	145517,	183—635940.	321—933917-920.
710	652530	652568	912	906	986	130—	562499-500.	186—34706-34711.	849—623596-749.
711	22657	22703	912	6107		130—	432537.	199—357751-760.	
712	368678	368720	914	170062	170075	188—	642464.	205—174518.	
713	2341	3300	918	17808	17827	189—	648962.	223—12052-12053.	
713	73501	73910	922	21803	21811	199—	686098-099.	269—686098-099.	
713	116061	116250	937	672149	672170	205—	873080.	284—443201.	
713	230251	230341	940	217991	217995	205—	866617-618.		
713	863781	864000	940	624135	624149	205—			

### WOMAN'S WORK

(Continued from page 374)

part. A great deal can be achieved by group action but we must have the groups, first. And those auxiliaries that have become discouraged should go at it again with renewed vigor. Go out and round up your old members who have dropped out. Have a picnic in co-operation with the local and see how many new prospects you can interest. Then at your next meeting draw up a program of what you would like to accomplish—for your own recreation, for the local's benefit, and for your community.

Let's have more auxiliaries and more active auxiliaries. The union needs the co-operation of the women.

### WOMEN'S AUXILIARY

(Continued from page 375)

Every one talks of the National Recovery Act; it has been explained a number of times, with some very good talks. Every one is very much interested in this act and we all believe it will put this country of ours where a working man can make a living.

We have election of officers in August,

when we hope to put our same president back in the chair, as we all think so much of Mrs. L. Wessels, who has been our president for the past two years. Her husband is a member of the electrical workers' union and an electrical contractor, and her eldest son is a member of Local Union No. 349.

We had a very nice old fashioned basket picnic, July 4, at Miami Beach, which was planned by our president, Mrs. Wessels. Everyone enjoyed a good swim then ate supper on the beach.

We hope to hear every one is working before long and see times much better.

MRS. L. W. S. COSEN

P. O. Box 26, Riverside Sta., Miami, Fla.

### Believes Sunlight Stores Mysterious Vital Principal in Foods

Storage of some mysterious vital principle or energy in foods exposed to the sun, a potency which these materials lose gradually if they are stored before being eaten, is suspected by Dr. Chalmers Watson, Senior Physician of the Royal Infirmary of Edinburgh, Scotland. Green vegetables, milk or other similar foods recently exposed to natural sunlight or to suitable artificial rays have much greater invigorating and stimu-

lating powers for laboratory animals or for human beings. Dr. Watson is convinced, than can be explained by the mere amount of the sunlight vitamine, Vitamine D, created in these foods by the ultra-violet rays. While not denying the existence or importance of this vitamine, Dr. Watson insists that there is some further kind of activation or vitalization imparted to sunlight foods. A part of this vitalization of foods may be transferred, Dr. Watson believes, to animals that eat them. A part of the mysterious activation can be passed, also, through the bodies of animals; so that it is contained, for example, in fresh milk given by cows fed on sunlit foods or in the flesh of the animals used for meat. The activation gradually fades, however, with the time passed since the exposure of the foods to sunlight. The best foods, Dr. Watson therefore believes, are those from plants or animals which were alive as short a time as possible before being cooked and eaten. Stored foods he looks upon as dead and devitalized, the original activation by sunlight having faded away almost or quite to nothing. Just what this mysterious activation by sunlight may consist in chemically and how it may be related, if at all, to the ordinary vitamines, Dr. Watson does not decide.

Many blame the wife for their own thrifless life.

# ON EVERY JOB

There's a Laugh  
& Two

There is some difference of opinion in Washington about the pronunciation of the word NIRA, and while no official statement has been sent out we venture to advise that union members should call it NIRA with the hard I, while industrialists, no doubt, will reunite on NEERA, as in "Neera, my God to Thee."

\* \* \*

*This is not meant to be funny:*

## Try This on Your Adding Machine

Problem: Does a 40 per cent increase in wages, following a 40 per cent decrease, bring the old wage back?

Answer: Let your original wage be \$10. A 40 per cent reduction brings this to \$6. A 40 per cent increase brings this to \$8.40.

Sure, all wage scales are being restored—at decreases of 16 per cent or so!

—*Progressive*, July 29, 1933.

\* \* \*

## Not Guilty

The judge bent stern brows on the wireman.

"You are charged with exceeding the speed limit on that truck loaded with wire and tools. Are you guilty or not?"

"Well, your honor, you can decide for yourself. I was driving the truck you passed just before I was arrested."

G. L. MONSIVE,  
Local No. 595.

\* \* \*

We are much obliged to Hendrick for resurrecting the Duke, and we hope he will stay alive, now. How about it?

## News From the Dead

When Hendrick, in his last report,  
Said that the Duke was dead,  
Little did he then realize

There was some truth in what he said.

Those blisters on my poor old feet,  
Were once covered up by socks,  
But on pay day now I find my "dough"  
Is deducted out for stocks.

On my hat the band is missing,  
On my shirt the collar's gone,  
And, like the House of David,  
My hair is getting long;

My shoes have long been soleless,  
The seat of my pants is taboo;  
The doctor and the groceryman  
Want their money, long overdue.

My insurances all are lagging,  
My dues they are behind;  
My lunches now are sandwiches,  
For I can't afford to dine.

My safety-belt is ragged,  
On my spurs the gaffs are short—  
My spur straps all are tie-wires,  
Says the safety man's report.

But the depression now is over,  
Prosperity is on its way.  
If Roosevelt means what he says,  
We can eat again some day!

THE DUKE OF TOLEDO.

*This letter in a recent issue of the New York Times is causing us a great deal of concern, and we certainly think an investigation should be made, to determine how many of our New York Brothers are thus decorated, what the insignia stands for, and related questions of the gravest importance:*

## Why a Butterfly

To the Editor of The New York Times:

This morning, passing a couple of workers at a Brooklyn electrical conduit, I noticed that one of the stalwart bald-clad young men had a butterfly tattooed in red and blue on the back of his right shoulder. I submit that this is better than the black eagles being so spontaneously distributed over the land, in addition to being more to the point.

DON C. SEITZ.

\* \* \*

## Aunt "NIRA" vs. "My Better Half"

"Behold!" blazed indignant Sara,  
"Our benevolent Aunt 'NIRA'  
Bestows abundantly her gracious deeds:  
To toilers—a bounteous boon,  
To producers—a golden spoon,  
Yet completely ignores the housewife's  
needs!"

"See here," calmly came my retort,  
"Your labors I'll gladly cut short  
To insure peace in my humble abode:  
Retrench the chatter of your tongue  
And rest assured, before long,  
I shall promptly apply for 'NIRA's' code!"

ABE GLICK,  
L. U. No. 3, New York, N. Y.

\* \* \*

Talking of big things done in the insurance business, a happy looking chap said:

"I once insured a man for \$100,000.00 and the next week he fell out of a window and broke his neck."

"I bet you were sorry you signed him up."

"Oh, no—I married his widow."  
F. H., No. 587605, Los Angeles.

\* \* \*

## Jack Pearl Never Heard This

Baron Munchausen: "Dit you know, Sharlie, that the stheamboat which woss inventend by Roppert Fulton, woult haft peen inventend by Roppert Littleton if his fater hadn't pought a coalyart?"

Charlie: "Now, Baron, what are you talking about? That doesn't make sense."

The Baron: "I vill exblain to your low orter off intellichence. Ven der papa Fulton, which hiss name woss orichinally Littleton, pought a coalyart in Prooklyn, he sait, 'Littleton iss a no goot name for der coal pizness,' so he chainch it to Fulton. You belief that, Sharlie?"

Charlie: "Why yes, that seems quite reasonable. That's very likely true."

The Baron: "Soh! Ven I tell you a truth you ton't belief me, but ven I tell you a matt up shtry you belief it!"

Charlie: "Why, who on earth would have make up a story like that?"

The Baron: "My kussin Hoogo."

ARNOLD FOX.

## A Helping Hand

The following is an old timer, but good for these times. Could you find space to publish in next WORKER?

In this world I gained my knowledge,  
And for it I had to pay.  
Though I never went to college,  
I have heard the poets say:

Life is but a bubbling river,  
Ever flowing on its way.  
Men are vessels tossed upon it.  
Sometimes lost and cast away.

So do your best for one another,  
Making life a pleasant dream.  
Help some tired, weary, Brother,  
Pulling hard against the stream.

E. B. MILLER, L. U. No. 3.

Card No. 129735.

\* \* \*

## Inflation

A New York man was doing a repair job in a private sanitarium, vulgarly called a bughouse. Here is a snatch of conversation he overheard when not listening:

"It's nice to have good faces around us, isn't it?" remarked an elderly lady patient to a nurse.

"Who has a good face around here, I'd like to know?" was the response.

"That man," replied the lady bug, indicating the worthy Brother, whose chest unconsciously expanded a trifle or two.

"I don't call that a good face" said the nurse. ("The nerve of that young woman!" thought the wireman.)

"It's better than none," snapped the old lady sharply; and Chesty was totally deflated.

ARNOLD FOX, L. U. No. 3.

\* \* \*

## "Your Presents Desired"

I heard this conversation in Exeter Street "Whitechapel," London, a few years ago. When Mr. Cohen met Mr. Moses, a particular friend, on the street one day:

"Hello Moses," said Cohen. "You are just the man I wanted to see. You are coming to my Rachel's twenty-first birthday party aren't you?"

"Vell," Moses hesitated, "I don't think I can manage it."

"Oh, but you must. My Rachel will be so disappointed if you don't. She particularly wants you to be there, and after all she'll only have one twenty-first birthday in her life."

"Oh, vell," said Moses, looking so gratified at being pressed so much to honor the proceedings with his presence, "perhaps I can arrange it, after all."

"That's fine," cried Cohen, "and ven you come just kick on the door, vell hear you."

"Kick on the door?" said Moses. "Vy can't I knock with my hands like any other time?"

"Vell," said Cohen reproachfully, "how can you use your hands with your arms full of presents?"

M. J. BUTLER,  
L. U. No. 3, New York City.



“**I** BELIEVE THAT THE PUBLIC WORKS PROGRAM IS THE VERY HEART OF THE NATIONAL RECOVERY PLAN. AS MORE THAN 80 PER CENT OF THE MONEY SPENT WILL GO TO WAGES, DIRECTLY AND INDIRECTLY, IT MAY READILY BE REALIZED THE EFFECT THIS PROGRAM WILL HAVE ON THE COUNTRY IN GENERAL AND THE PRESENT UNEMPLOYMENT IN PARTICULAR.”

HAROLD L. ICKES,  
*Secretary of the Interior.*

